3d
WEEKLY
NOVEMBER 11, 1944

Nursing times

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Journal of the Royal College of Nursing

W. H. BAILEY & SON'S

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Sores caused by chafing napkins are soon healed by Cuticura Ointment. Stops itching and irritation and assures undisturbed sleep. Antiseptic Cuticura cannot harm baby's tender skin.

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NOTICE TO ADVERTISERS

The attention of advertisers is drawn to the two headings under which nursing announcements are now published. Kindly state when submitting an advertisement for persons between the ages of 18 and 40 inclusive, that a permit has been obtained from the Ministry of Labour.

OFFICIAL ANNOUNCEMENTS

1/- per inch; minimum charge 10/-

THE ROYAL COLLEGE OF NURSING
ELLEN SARAH FOUNTAIN GRANT

The Council of the Royal College of Nursing consider applications for the above grant of the value of £10, to be expended on some form of post-graduate study.

The grant is available to any nurse who is a member of the Royal College of Nursing and is attached at one of the following hospitals:—

SOUTHAMPTON HOSPITAL FOR CONSUMPTION AND DISEASES OF THE CHEST, S.W.3.
ST. ALBANS HOSPITAL, S.E.11.
QUEEN'S HOSPITAL, GREENWICH, S.E.10.

The successful applicant will be asked to submit a statement showing how the grant has been expended at the end of the course undertaken.

Application forms may be obtained from the Tutor in the Education Department, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, London, W.1. (12)

TRAINING AND LECTURE COURSES

ROYAL COLLEGE OF NURSING
Courses for trained nurses in preparation

Health visiting Six months. Approved by the Ministry of Health.
Industrial Nursing. London and Glasgow, January, 1945. Three months. Ministry of Labour grants available for six weeks' courses. Students must be 27 years of age or over. Part-time courses, Glasgow, January; Newcastle, March, 1945, for nurses employed in industry.
Sister Tutors. One year whole-time.
Dietitians. Eighteen months whole-time. Diploma in Nursing. University of London. Two years. Tuesdays and Thursdays.
Nurse Administrators. 10 months whole time.
Apply to the Director, Education Department, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1. (4)

PARENTCRAFT COURSE

Lectures will take place on Tuesdays and Fridays, starting at 6 p.m. on Tuesday, January 9th.

Fees: Members, £10 10s. 0d. Non-members, £12 12s. 0d.

The closing date for receiving applications for courses is Monday, November 13th.

Further particulars can be obtained from the Tutor in the Education Department, The Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1. (631)

THE UNIVERSITY OF BIRMINGHAM AND THE BIRMINGHAM ACCIDENT HOSPITAL REHABILITATION CENTRE.

CERTIFICATE IN INDUSTRIAL NURSING.

A Course of Training in Industrial Nursing has been instituted at the Birmingham Accident Hospital and the University of Birmingham for a limited number of State-registered nurses. The course will extend over one year, and nurses can enter at the January, April or September terms. A Certificate will be awarded to approved candidates on the results of the year's work and of an examination.

Nurses admitted to the course will be required to live in the hospital, and to carry out the duties of Staff Nurse. Salary will be in accordance with the Rushcliffe scale and the lecture fees, payable by the candidate, amount to £15.

The course will consist of:—

(1) At least fifty lectures dealing with the medical and social aspects of factory life.
(2) Visits and demonstrations at works and clinics.
(3) Training in hospital practice.
(4) Attendance at clinics concerned with industrial work and skin conditions.
(5) Four weeks' work within a factory.

The Ministry of Labour and National Service state that:—

(1) Candidates must be 27 years of age or over.
(2) Candidates must not be drawn from fields of work where there is a special shortage, e.g., nursing.

Application should be made to the Matron, Accident Hospital, Birmingham 15, from whom further particulars may be obtained. (958)

PUBLIC HEALTH VACANCIES

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort

CITY OF NOTTINGHAM
TUBERCULOSIS HEALTH VISITOR

Applications are invited for the appointment of **Tuberculosis Visitor.** Candidates must be (a) fully trained Health Visitors; or (b) have already held appointment as Tuberculosis Visitor; or (c) have had at least three months' special experience at a sanatorium, hospital for tuberculosis or a tuberculosis clinic. Applicants between the ages of 18 and 41 years cannot be considered for the post.

Salary according to the Rushcliffe Scale. Bus tokens provided.

The appointment is subject to the provisions of the Local Government and Other Officers' Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination and to produce a birth certificate.

Applications upon a form to be obtained from me, should be returned forthwith, marked "Tuberculosis Visitor."

The Guildhall, Nottingham. J. E. RICHARDS, Town Clerk.
October, 1944. (850N)

HUNTINGDONSHIRE COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
ORTHOPAEDIC SISTER

Applications are invited for the above post. The person appointed will be required to attend orthopaedic clinics throughout the county. Ability to drive and possession of a car essential.

Candidates must have had orthopaedic training, including plaster work, and hold the certificate of the Chartered Society for Massage and Medical Gymnastics.

Commencing salary between £250/£300 per annum, according to experience, plus a temporary war bonus of £40 6s. per annum, together with travelling allowances, according to the county scale. The successful candidate will be required to pass a medical examination.

Applications, stating age, training and experience accompanied by copies of three recent testimonials, should be forwarded to me immediately.

County Offices, Huntingdon. N. H. HARRISON, County Medical Officer. (847N)

BOROUGH OF SWINDON.
HEALTH VISITOR AND SCHOOL NURSE.

Applications are invited for the combined post of **health Visitor** and **school Nurse** for the borough of Swindon. Candidates must possess the Health Visitor's Certificate.

The salary and conditions of service are in accordance with the recommendations of the Rushcliffe Report. Commencing salary, £270, rising by annual increments of £10 to £360. Application forms can be obtained from the Medical Officer of Health, Civic Offices, Swindon. These should be returned, together with copies of three recent testimonials, to the undersigned not later than the first post Saturday, November 25th, 1944.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

D. MURRAY JOHN, Town Clerk.
Civic Offices, Swindon. (918N)

COUNTY BOROUGH OF BURNLEY.
APPOINTMENT OF HEALTH VISITOR.

Applications are invited for the appointment of Health Visitor. Candidates must be S.R.N., S.C.M. and possess the Health Visitors Certificate of the Royal Sanitary Institute. The duties will be mainly those connected with school medical work, but may include duties in connection with maternity and child welfare and general health visiting.

Salary in accordance with Table III of the 2nd Report of the Nurses Salaries Committee, i.e., £270-£360 per annum, plus £12 per annum uniform allowance.

Application forms may be obtained from the Medical Officer of Health, Public Health Department, St. James's Street, Burnley, to whom such forms must be returned, accompanied by copies of three recent testimonials, not later than Monday, 27th November, 1944.

ARCHIBALD GLEN, Town Clerk
Town Hall, Burnley.
2nd November, 1944. (883N)

CITY & COUNTY OF NEWCASTLE-UPON-TYNE
TUBERCULOSIS DISPENSARY
APPOINTMENT OF SENIOR TUBERCULOSIS VISITOR

Applications are invited from fully trained Nurses who have had special experience in tuberculosis work for the above appointment. Possession of the Health Visitor's Certificate of the Royal Sanitary Institute would be an advantage. Salary in accordance with the Rushcliffe Scale.

The appointment is subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass the necessary medical examination.

Applications, stating age, qualifications and experience, and accompanied by copies of three recent testimonials, should be forwarded immediately to the Medical Officer of Health, Town Hall, Newcastle-upon-Tyne, 1. (839N)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
TUBERCULOSIS VISITOR

Applications are invited for the post of **Tuberculosis Visitor.** Applicants should be fully trained nurses, possess the Health Visitor's Certificate issued by the Royal Sanitary Institute, and have had previous experience in the treatment of tuberculosis at a sanatorium or at a tuberculosis dispensary.

Salary will be in accordance with the Rushcliffe Scale.

Successful candidates will be required to pass a medical examination and contribute to the Corporation's Superannuation Fund.

Applications, on a form to be obtained from the undersigned, together with copies of three recent testimonials, endorsed "Tuberculosis Visitor," must be received at the Health Department, 12, Market Buildings, Vicar Lane, Leeds 1, not later than 10 a.m. on Monday, November 20th, 1944.

Canvassing in any form, either directly or indirectly, will be a disqualification.

J. JOHNSTONE JERVIS, Medical Officer of Health. (842N)

ILKLEY URBAN DISTRICT COUNCIL.
APPOINTMENT OF HEALTH VISITOR.

Applications are invited (from persons who, under the National Service Acts and Regulations, are at liberty to apply) for the appointment of **Health Visitor** at a salary in accordance with the Rushcliffe scale. Applications, giving particulars of age, present appointment, qualifications and previous experience, should be sent to the undersigned not later than Saturday, November 18, 1944.

H. G. PETERS, Clerk of the Council.
Town Hall, Ilkley. (945N)

COUNTY BOROUGH OF HASTINGS
PUBLIC HEALTH DEPARTMENT

Applications are invited for the post of **Health Visitor** (Tuberculosis). The appointment will be temporary but may be made permanent at a later date.

Candidates must hold the certificates of a General Trained Nurse and the Central Midwives Board; also either (a) the new Health Visitor's Certificate of the Royal Sanitary Institute; or (b) the Certificate for Health Visitors prescribed by the Ministry of Education Regulations, 1919, unless she has previously been approved by the Ministry of Health as a Health Visitor and School Nurse.

The successful candidate will be mainly employed as Health Visitor in connection with the Authorities Tuberculosis Scheme and will be required to undertake, when necessary, any other work carried out by the Health Visiting and School Nursing Staff.

Applicants must be under the age of 40 years.

Salary, etc., in accordance with the Rushcliffe Scale, with uniform provided, and the appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and to the successful candidate passing the necessary medical examination.

Forms of application may be obtained from the undersigned, 44, Wellington Square, Hastings, and completed applications, with copies of not more than three recent testimonials, should be forwarded to me not later than the 27th November, 1944.

G. R. BRUCE, Medical Officer of Health. (977N)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE.
PUBLIC HEALTH DEPARTMENT.
APPOINTMENT OF TUBERCULOSIS VISITOR.

Applications are invited for the appointment of **Tuberculosis Visitor** in the Pontefract area.

Applicants must be State-registered Nurses and should hold a recognised Health Visitor's Certificate, or have had at least three months' experience in a sanatorium or tuberculosis dispensary.

Salary, £270 x £10—£360 (certificated) or

(continued in next column)

£250 x £10—£340 (uncertificated), and conditions of service in accordance with the recommendations of the Rushcliffe Committee. The commencing salary will be determined according to the previous experience of the successful candidate.

The post is designated under the Local Government Superannuation Act, 1937.

Application forms may be obtained from the County Medical Officer, County Hall, Wakefield.

BERNARD KENYON, Clerk of the County Council
County Hall, Wakefield.
November 4th, 1944. (921P)

HOSPITAL AND OTHER VACANCIES

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

COUNTY OF KILCARDINE

The County Council invite applications for the joint appointment of **Governor and Matron** of the County Poorhouse, "Woodcot," Stonehaven, which includes lunatic wards and a small casual ward. The Matron must be State-registered nurse, and it is desirable that the Governor have previous experience in an institution for lunatics. The Matron's salary will be in accordance with the Taylor Report with an additional responsibility allowance of £20 per annum. The salary of the Governor will be in accordance with experience and qualifications. In addition to the salary free house (partly furnished), fire, light and board will be provided. A deduction will be made for board of any members of the family other than the Governor and Matron. The successful candidates will require to pass a medical examination prior to appointment. Applications (ten copies) stating ages, experience and qualifications, with ten copies of not more than five testimonials to be lodged with the County Clerk, Stonehaven, not later than Saturday, 25th November.

Stonehaven. JOHN SLEVIN, County Clerk.
24th October, 1944. (679P)

ROYAL SEA-BATHING HOSPITAL, MARGATE
(Special Hospital mainly for treatment of Surgical Tuberculosis—320 Beds. Affiliated training for Nurses.)

In view of the impending retirement of Miss H. J. Kempson, applications are invited for the post of **Matron.**

Candidates must be fully trained State-registered nurses and have had administrative nursing experience. The salary will be in accordance with the Rushcliffe Scale and the Federated Superannuation Scheme for nurses and hospital officers is in force.

Applications, stating age, particulars of qualifications, experience, present appointment, and accompanied by copies of three recent testimonials, should be addressed to the undersigned.

By Order of the Committee of Management,
R.S.B.H. Offices, Little Remenham, Bracknell, Berkshire. ARTHUR J. MAYO, Secretary. (840P)

JERVIS STREET HOSPITAL, DUBLIN.
MATRON REQUIRED.

The Managing Committee invite applications for the position of **Matron** to the hospital. Applicants must state age and submit details of qualifications and experience.

Applications, addressed to the undersigned, should reach the hospital not later than Monday, December 4th, 1944.

By Order,
SHEILA O'DEA, Secretary
(929P)

AMENDED ADVERTISEMENT

EAST SUSSEX COUNTY COUNCIL.
DARVELL HALL SANATORIUM, ROBERTSBRIDGE.
APPOINTMENT OF MATRON.

Applications are invited for the post of **Matron** at the East Sussex County Sanatorium, Darvell Hall, Robertsbridge. There are 108 beds for pulmonary tuberculosis in adults (male and female). Occasional non-pulmonary cases are taken. Duties to commence at the end of January, 1945.

Candidates must be under 45 years of age and have had administrative and tuberculosis experience. The salary and other conditions relating to the appointment will be in accordance with the recommendations of the Rushcliffe Report.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and the appointment will be terminable by three months' notice on either side.

Applications should be made on a form obtainable from the County Medical Officer of Health, County Hall, Lewes, which must be returned to him by November 20th, 1944, together with copies of three recent testimonials.

H. S. MARTIN, Clerk of the County Council.
County Hall, Lewes.
October 23rd, 1944. (982P)

For early insertion, all advertisements should be sent to the Manager, *Nursing Times*, Messrs. Macmillan & Co., Ltd., St. Martins Street, London, W.2.

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

THE ROYAL CANCER HOSPITAL (FREE)
(Incorporated under Royal Charter)
FULHAM ROAD, LONDON, S.W.3.

Applications are invited for the post of **Matron.** Candidates must be S.R.N. and have had good administrative experience. Salary in accordance with the Rushcliffe Scale (£250—£25—£375). In determining the commencing salary previous experience will be taken into consideration. In addition there are emoluments consisting of furnished quarters, board, laundry and uniform, valued for superannuation purposes at £150. The Hospital's Bed complement is likely to be considerably increased in the near future. Applications, stating age, full particulars of qualifications, nursing, administrative experience, posts held, together with copies of three recent testimonials to be sent to the Secretary at the Hospital, so as to arrive not later than Monday, November 20, 1944. (808P)

ROYAL CORNWALL INFIRMARY, TREWARTHENICK ANNEXE
(80 Beds)
COUNTRY DISTRICT

Senior Assistant Matron required to take charge of the above hospital.

Applicants must be S.R.N., holding a Certificate of Housekeeping and have had good administrative experience.

Rushcliffe Scale of salary and F.S.S. in force.

Apply, with full particulars of experience, to Matron, Royal Cornwall Infirmary, Truro. (450P)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
ST. MARY'S INFIRMARY
ASSISTANT MATRON

Applications are invited for the post of **Assistant Matron** at the above Municipal Hospital (200 Beds—98 Maternity and 102 Chronic).

Candidates who must not be over 45 years of age, must be fully trained State-registered nurses and possess the S.C.M. qualification. Experience in hospital administration is also essential.

Salary and conditions of service in accordance with the Rushcliffe Scale.

The person appointed will be required to pass a medical examination and to contribute to the Local Government Superannuation Act, 1937.

Applications on a form to be obtained from the undersigned, together with copies of three recent testimonials, and endorsed "Assistant Matron" must be delivered at the Public Health Department (Hospitals Administration Section), 12 Market Buildings, Vicar Lane, Leeds, 1, not later than 12 noon on Saturday, 25th November, 1944.

Canvassing in any form, either directly or indirectly, will be a disqualification.

J. JOHNSTONE JERVIS,
Medical Officer of Health. (852P)

KENT COUNTY COUNCIL.
COUNTY HOSPITAL, LENHAM.

Applications are invited for the following appointment:—

Assistant Matron, S.R.N., with sanatorium experience.

As application is being made for the recognition of the hospital as an affiliated training school it is desired that the successful candidate should either possess the sister tutor's certificate or have had previous teaching experience.

Salary according to service within the appropriate Rutlcliffe scale, £205 to £250 a year.

Full residential emoluments. Uniform and superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the hospital, to whom completed applications should be sent by November 21st, 1944.

W. L. PLATTS,
County Hall, Clerk of the County Council.
Maidstone.
November 2nd, 1944. (912P)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, FARNBOROUGH, Nr. BROMLEY
(APPROVED TRAINING SCHOOL FOR NURSES AND PART I MIDWIFERY)

Applications are invited for the following appointment for the Preliminary Training School attached to this hospital:—

Assistant Sister Tutor, S.R.N. with Sister Tutor's Certificate and teaching experience. Salary according to service within the appropriate Rushcliffe Scale, £200 to £250 a year by £10 increments. Residential emoluments. Uniform. Superannuation. Medical examination necessary.

An unqualified Sister Tutor would be considered provided a part-time Sister Tutor's course is being taken, in which case facilities would be afforded the candidate appointed to continue her studies. The salary payable in these circumstances would be £190—£210 a year (resident).

Applications, stating age, qualifications, experience and the names and addresses of two responsible persons to whom reference may be made as to professional ability to be sent to the Matron at the hospital by 21st November, 1944.

W. L. PLATTS,
County Hall, Clerk of the County Council.
Maidstone.
2nd November, 1944. (868P)

LANCASHIRE COUNTY COUNCIL

VACANCIES FOR NURSING STAFF

Applications are invited for the following appointments, the rates of pay of which are in accordance with the First Report of the Rushcliffe Committee. The appointments are subject to medical examination and are superannuable. Applicants for post of Staff Nurse and higher grade must be State Registered.

Applicants for Midwifery Posts must be State Certified Midwives and also State Registered Nurses. Emoluments (board residence and uniform, etc.) are additional to the annual salaries stated. Any previous service in the particular grade either at a Voluntary Hospital or a Local Authority Hospital will rank for service on the salary scale.

PUBLIC HEALTH COMMITTEE
COUNTY HOSPITAL, WHISTON, PRESCOT, NR. LIVERPOOL

Qualified Senior Sister Tutor. Applicants must be in possession of the necessary qualifications.

Salary £260 by £15 to £350 per annum.

Full particulars and forms of application from the **County Medical Officer of Health, County Offices, Preston,** to whom all applications must be forwarded.

Assistant Sister Tutor. Applicants must be State Registered Nurses and possess the Sister Tutor Certificate or Diploma in Nursing. Experience as a Ward Sister is essential. Salary £200 by £10 to £250.

Ward Sister (for duty in the Ear, Nose and Throat Department). Salary £130 by £10 to £180 per annum.

10 Pupil Midwives (Part I Training) Pupils accepted for training will be granted facilities to take Part II at one of the other County Hospitals which is approved for Part II training. Salary, S.R.N.: £65 per annum; not S.R.N.: First year £40, Second year and until passing first examination £45 During second period of training £60 per annum.

9 Student Nurses. Salary: First year £40, Second year £45, Third year £50 per annum. Full particulars from the **Matron, County Hospital, Whiston, Prescot.**

PUBLIC ASSISTANCE COMMITTEE
PARKSIDE PUBLIC ASSISTANCE INSTITUTION, LANCASTER

Ward Sister (must be S.C.M.). Salary £140 by £10 to £190.

Full particulars from the **Area Public Assistance Officer, 5, Dalton Square, Lancaster.**

PUBLIC ASSISTANCE INSTITUTION, WESHAM, KIRKHAM, Nr. BLACKPOOL

Ward Sister (must be S.C.M.). Salary £140 by £10 to £190 per annum.

Full particulars from the **Area Public Assistance Officer, Wesham, Kirkham.**

PUBLIC ASSISTANCE INSTITUTION, CHORLEY

Ward Sister (must be S.C.M.). Salary £140 by £10 to £190 per annum.

Full particulars from the **Area Public Assistance Officer, 8, Spring Bank, Preston.**

PUBLIC ASSISTANCE INSTITUTION, RIBCHESTER, Nr. PRESTON

3 Male Nurses (for nursing sick Mental Patients), must be S.R.N. Salary in accordance with the Report of the Rushcliffe Committee.

Full particulars from the **Area Public** Assistance Officer, 8, Spring Bank, Preston.

MOORLANDS INFIRMARY, RAWTENSTALL

12 Student Nurses. Salary: First year £40, Second year £45, Third year £50, Fourth year £60 per annum.

Full particulars from the **Area Public Assistance Officer, Moorlands, Rawtenstall.**

JERICHO HOSPITAL, BURY

Ward Sister. Salary £130 by £10 to £180 per annum.

12 Student Nurses. Salary: First year £40, Second year £45, Third year £50, Fourth year £60 per annum.

Full particulars from the **Area Public Assistance Officer, Parsons Lane, Bury.**

COUNTY INSTITUTION, WHISTON, PRESCOT, Nr. LIVERPOOL

5 Ward Sisters, non-resident (for nursing chronic sick). Salary £200 by £10 to £250 per annum, together with meals when on duty and the provision of uniform. Valued for superannuation purposes at £30 per annum.

Full particulars from the **Area Public Assistance Officer, Warrington Road, Whiston, Prescot.**

LEIGH INSTITUTION, LEIGH ROAD, LEIGH

Ward Sister (must be S.C.M.). Salary £140 by £10 to £190 per annum.

Full particulars from the **Area Public Assistance Officer, Leigh Road, Leigh.**

LAKE HOSPITAL, ASHTON-UNDER-LYNE

10 Student Nurses, aged 18 years and over. Salary: First year £40, Second year £45, Third year £50, Fourth year £60 per annum.

17 Pupil Midwives (Part I Training).

Pupils accepted for training will be granted facilities to take Part II at one of the other County Council Hospitals which is approved for Part II training. Salary, S.R.N., £65 per annum.

Full particulars from the **Area Public Assistance Officer, St. Michael's Square, Ashton-under-Lyne.**

County Offices, GEORGE ETHERTON,
Preston. Clerk of the County Council.
4th November, 1944. (872P)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, CHATHAM
(TRAINING SCHOOL FOR NURSES AND PART II MIDWIFERY)

Applications are invited for the following appointment:—

Departmental Sister in charge of Maternity Unit, S.C.M., S.R.N. with Midwifery Teaching Certificate and experience in teaching Midwifery Pupils. Salary in accordance with service within the appropriate Rushcliffe Scale, £230 to £290 a year with full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms obtainable from the Matron at the hospital, to whom completed applications should be sent by 21st November, 1944.

County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
2nd November, 1944. (867P)

ROYAL BERKSHIRE HOSPITAL, READING
IMMEDIATE VACANCIES FOR

Sister in Charge of Casualty Department, S.R.N.
Sister in Charge of Out Patient Dept., S.R.N. with Ward Sister's experience.

Rushcliffe scale of salaries.
Federated Superannuation Scheme in force.
Apply Matron. (950P)

ROYAL UNITED HOSPITAL, BATH
(380 Beds)

Qualified Sister Tutor required. Rushcliffe scales of salary and conditions in force. Apply, with full particulars, to the Matron. (641P)

MEMORIAL HOSPITAL, DARLINGTON
(240 Beds)

Assistant Sister Tutor required. Salary according to qualifications and experience. Apply with full particulars to Matron (715P)

SURREY COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT
REDHILL COUNTY HOSPITAL
SECOND ASSISTANT MATRON

Second Assistant Matron required at Redhill County Hospital, Earlswood Common, Redhill, Surrey (300 beds pre-war). Rushcliffe salary grade, £215 x £15—£260 p.a., and service conditions, plus appropriate allowance for additional war-time beds. The total accommodation including four new hutment wards is 480 beds on a war-time basis and will not fall below about 400 post-war and the appropriate grade is £230 x £15—£290 p.a. Full residential emoluments valued at £150 p.a. Candidates must be S.R.N. and have had nursing administrative experience. The appointment is on the Council's permanent staff and is subject to the provisions of the Local Government Superannuation Act, 1937.

Apply to the County Medical Officer, County Hall, Kingston-on-Thames. (967P)

ANCOATS HOSPITAL, MANCHESTER

Sister Tutor required. Salary in accordance with the Rushcliffe Scale. F.S.S. in force. Apply with full particulars of experience and qualifications to the Matron. (405P)

NORTH RIDING INFIRMARY, MIDDLESBROUGH
SISTER TUTOR

Above appointment vacant. Applicants must be able to teach according to the syllabus of the General Nursing Council. F.S.S. in force. Salary according to Rushcliffe Scale. Apply with particulars of training and experience to Matron, North Riding Infirmary, Middlesbrough. (26P)

SWINDON AND NORTH WILTS VICTORIA HOSPITAL, SWINDON.
(Complete Training School for Nurses.)

Sister Tutor required, holding a recognised qualification (approximately 35 student nurses). Salary according to Rushcliffe scale. F.S.S. and H.O. in force. Apply to Matron, giving full particulars. (645P)

CITY OF LEICESTER
ISOLATION HOSPITAL AND SANATORIUM

Sister Tutor, also **Assistant Sister Tutor** required. Applicants must be general and fever trained and should have had Ward Sister's experience.

If qualified the salaries will be in accordance with the recommendations of the Rushcliffe Report, together with the usual residential emoluments. Candidates may be resident or non-resident as they wish.

The posts are designated under the Local Government Superannuation Act, 1937, and for this purpose the successful candidate must pass a medical examination.

Applications, stating age, particulars of training and experience, together with copies of two recent testimonials, to be forwarded to the undersigned.

WILFRID CARR,
City Health Department, Secretary.
Grey Friars, Leicester. (700P)

CITY OF PORTSMOUTH
INFECTIOUS DISEASES HOSPITAL
(297 Beds)

Applications are invited for the following appointments at the above Hospital, which is a recognised Training School.

Qualified Sister Tutor in Sole Charge. Applicants must be State-registered, both General and Fever, and have held the post of ward sister, or other senior nursing appointments in an infectious diseases hospital.

If holding the recognised Sister Tutor's Certificate, the salary will be at the rate of £230 to £[illegible] per annum by £10 annual increments with emoluments valued at £120, but applications from candidates without the approved certificate but with previous teaching experience will be considered. In the event of such an applicant being appointed, the salary will be at the rate of £[illegible] to £180 by £10 annual increments with emoluments valued at £100 per annum.

Housekeeping Sister. Applicants must be State registered, not over 40 years of age, and have had previous experience in housekeeping. If holding the Housekeeping Certificate, the salary will be at the rate of £140 to £190 by £10 annual increments, but if non-certificated the salary will be at the rate of £130 to £180 by £10 annual increments.

The above positions are subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination.

Student Nurses. Salary at the rate of £40 for the first year and £45 for the second year with emoluments valued at £75 per annum. The successful candidates will be required to pass a medical examination after a preliminary period of three months.

Application forms may be obtained from and must be returned to the Medical Officer of Health, Northern Secondary School, Mayfield Road, Portsmouth.

Municipal Offices, FREDERICK SPARKS,
Royal Beach Hotel, Town Clerk.
Southsea.
3rd October, 1944. (673P)

WEST KENT GENERAL HOSPITAL
(Incorporated)
MAIDSTONE
(135-250 E.N.S. Beds)

Sister Tutor required (36 student nurses). Rushcliffe scale and Federated superannuation scheme in force. Apply, with qualifications and experience, to the Matron. (864)

THE CORBETT HOSPITAL, STOURBRIDGE, WORCESTERSHIRE.
(100 Beds—at present)
Training School for Nurses.

Sister-Tutor required. Applicants must be State Registered and possess a recognised teaching qualification. Applicants should be keenly interested in the development of the Training School and the establishment of a Preliminary Training School in the near future.

Salary and conditions of service according to the Rushcliffe Scale. Apply to Matron, giving full details of training and experience and Matrons' names for reference. (881P)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Employment) Order, 1943.

BOUNDARY PARK GENERAL HOSPITAL, OLDHAM.
(430 Beds)
APPOINTMENT OF QUALIFIED SENIOR SISTER TUTOR.
Applications are invited for the post of **Qualified Senior Sister Tutor** at the Boundary Park General Hospital.
There is a Preliminary Training School at the Hospital.
Candidates must be S.R.N. and S.C.M. and have a recognised Sister Tutor's qualification.
The position is subject to the provision of the Local Government Superannuation Act, 1937, and new entrants to the Corporation should be under 45 years, except in the case of persons who are contributory employees to a superannuation scheme of another local authority. Salary in accordance with the Rushcliffe scale.
WARD SISTER REQUIRED.
Candidates must be S.R.N. and S.C.M. Salaries in accordance with the Nurses and Midwives Rushcliffe scale.
PUPIL MIDWIVES REQUIRED.
State-registered Nurses required to take six months' Midwifery Training, for the Part I of the Midwives' Certificate. Rushcliffe scale of salaries.
Commencing February 1st and May 1st, 1945.
STUDENT NURSES REQUIRED.
There is a complete Training School for the General Part of the State Register. Preliminary Training School (two months' course). Midwifery Training (Part I) may be taken in fourth year. Theoretical and Practical instruction by medical officers and resident sister tutors. Rushcliffe scale of salaries: £40 first year, £45 second year, and £50 third year. Uniform provided. Annual leave on full salary and board allowance given.
Apply on Supplementary Children or Fever Nurses accepted as second-year nurses for two years' training. A good standard of education is required. Age 18 to 30 years.
Application forms for the above posts may be obtained from the Matron. (768P)

CITY OF MANCHESTER.
CRUMPSALL HOSPITAL (1,400 BEDS)
Qualified Assistant Sister Tutor for preliminary training school, resident or non-resident, required. Candidates must be S.R.N. and possess a recognised Sister Tutor's qualification. Cash salary, if resident, £200 per annum rising to £250 with full residential emoluments valued at £120 per annum; cash salary if non-resident £285 per annum rising to £335.
Salary and service conditions are in accordance with the recommendations of the Rushcliffe Committee.
Superannuation scheme. Medical examination.
Applications are to be addressed to the Matron at Crumpsall Hospital, Manchester, 8, as soon as possible. (889P)

CITY OF MANCHESTER.
WITHINGTON HOSPITAL, WEST DIDSBURY, MANCHESTER, 20.
Appointment of qualified Senior Sister Tutor (resident).
Applications are invited for the above appointment. Candidates must be S.R.N. and possess a recognised Sister Tutor's qualification. Salary £260 per annum rising to £[illegible], full residential emoluments valued at £[illegible] per annum in accordance with the recommendations of the Rushcliffe Committee. Superannuation Scheme. Medical examination.
Applications are to be addressed to the Matron at Withington Hospital. (892P)

ROYAL BERKSHIRE HOSPITAL, READING
Assistant Home Sister required. S.R.N. Rushcliffe Scale of salaries. Federated Superannuation Scheme in force. Apply Matron. (558P)

CHELTERLEY GRANGE SANATORIUM, NR. CHELTENHAM.
HOME SISTER.
Resident appointment. To do housekeeping and supervise the Nurses' Home and relieve Matron's off-duty. The Sanatorium is beautifully situated and there is a good bus service into Cheltenham. Candidates must be State Registered Nurses, preferably with T.A. Certificate. Salary £155-£10-£205 plus £120 emoluments p.a. Applications to Miss [illegible], Dudley Road Hospital, Birmingham. (893P)

THE NATIONAL HOSPITAL FOR THE DISEASES OF THE HEART WESTMORELAND STREET, W.1 AND MAIDS MORETON HALL, BUCKINGHAM
Night Sister. Applications are invited for above post at Maids Moreton. Rushcliffe and F.S.S. in force. Apply to Matron, for particulars of training.
There is an excellent train service London Marylebone—thence by Omnibus. (722P)

THE ALDERSHOT HOSPITAL
Night Sister required. S.R.N. Salary according to Rushcliffe Scale, plus £6 p.a. uniform allow. F.S.S. in force. Apply, with full recent testimonials, to Matron. (550P)

SURREY COUNTY COUNCIL.

PUBLIC HEALTH DEPARTMENT

MIDWIFERY SISTER at :—
Warren Road Hospital, Guildford (Temp.).
St. Helier County Hospital, Carshalton

Candidates must be S.R.N., S.C.M., and have had experience as Staff Midwife. £150 x £10—£200 p.a., plus £20 p.a. after ten years service, plus residential emoluments.

WARD SISTERS at—
Botleys Park War Hospital, Chertsey.
St. Helier County Hospital, Carshalton. Also for Night duty (Temporary appointments.) and Children's Wards. S.R.N., R.S.C.N. (Additional £10 p.a. for R.S.C.N.).
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

With housekeeping experience, to assist Housekeeping Sister. Temporary war-time appointment.

Candidates must be S.R.N. and have had experience as a Staff Nurse. Rushcliffe salary and conditions. Grade £130 x £10—£180 p.a. plus £20 p.a. after ten years' service, plus residential emoluments.

RELIEF SISTER at :
Surrey County Sanatorium, Milford, near Godalming.

Candidates must be S.R.N. Rushcliffe salary and conditions. £140 by £10—£150 per annum, plus £20 p.a., after 10 years' service. Full residential emoluments.

SISTER for Cubicle Isolation Ward at :
St. Helier County Hospital, Carshalton.

Candidates must be S.R.N., S.C.M., R.F.N. Rushcliffe salary and service conditions. Grade £130 by £10—£180 per annum, plus £10 per annum for S.C.M., plus £10 per annum for R.F.N. Full residential emoluments.

APPLICATIONS FOR PRECEDING APPOINTMENTS TO THE COUNTY MEDICAL OFFICER, COUNTY HALL, KINGSTON-ON-THAMES.

MIDWIFERY PUPILS at :—
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.
(Part I Training).
Epsom County Hospital, Dorking Road, Epsom.
(Part II Training).
St. Helier County Hospital, Carshalton.
(Part II Training).

Salary £65 p.a., plus emoluments. Rushcliffe conditions.

MALE ASSISTANT NURSES (temporary, non-resident) at :—
Dorking County Hospital, Horsham Road, Dorking.
Warren Road Hospital, Guildford.
Cumberland House Hospital, Whitford Gardens, Mitcham.

Categories C and D. £4. 3s. 6d. by 4s.—£4 11s. 6d. per week.

Category E. £3 17s. 6d. per week, plus uniform or protective clothing. Rushcliffe salary and conditions.

Application forms and full particulars from the appropriate Matron. (862P)

CITY OF LEICESTER
ISOLATION HOSPITAL AND SANATORIUM
Night Superintendent required. Salary according to the Rushcliffe Scheme.
The post is designated under the Local Government Superannuation Act, 1937.
Forms of application may be obtained from the Matron, City Isolation Hospital, Gruby Road, Leicester, and, when completed, forms to be returned to the undersigned.
WILFRID CARR,
Secretary.
City Health Department,
Grey Friars, Leicester. (708P)

CROYDON GENERAL HOSPITAL
Night Superintendent required. Salary in accordance with Rushcliffe Scale. F.S.S. in force. Apply with Matrons' names for reference, to Matron. (812P)

BRIDGWATER AND DISTRICT GENERAL HOSPITAL, SOMERSET
Theatre Sister, S.R.N., required in January. Rushcliffe Scale of salaries. F.S.S. in force. For particulars apply to Matron. (803P)

ROYAL INFIRMARY, PRESTON
Junior Night Sister required on December 1. Candidates must be S.R.N. and have good Theatre experience. Rushcliffe Scale of salary and conditions. For further particulars and form of application, apply to Matron, Royal Infirmary, Preston, Lancs. (801P)

ROYAL SOUTH HANTS & SOUTHAMPTON HOSPITAL.
Night Superintendent required, S.R.N., S.C.M., Ward Sister's experience essential. Salary according to the Rushcliffe scale. Apply, with full particulars of training and experience, to the Matron. (916P)

ELLEN BADGER HOSPITAL, SHIPSTON-ON-STOUR.
Junior Night Sister required, S.C.M. essential. F.S.S. in force.
Rushcliffe scale of salary and 48-hour week adopted.
Apply, with matron's name for reference, to Matron. (910P)

CITY AND COUNTY OF BRISTOL

DEPARTMENT OF PUBLIC HEALTH

Applications are invited for the following appointments :—

All appointments are subject to satisfactory medical examinations and permanent appointments are superannuable. Salaries will be in accordance with the Rushcliffe Reports, except where otherwise stated.

RESIDENT APPOINTMENTS

NIGHT SISTER (Sole Charge)
Charterhouse-on-Mendip Hospital, Blagdon, near Bristol.

SISTER TUTOR
Ham Green Hospital and Sanatorium, Pill, near Bristol—Tuberculosis.
Qualified—£230 x £10—£285 p.a.
Unqualified—£150 x £10—£200 p.a.

HOME SISTER (ii)
Ham Green Hospital and Sanatorium, Pill, near Bristol—Tuberculosis.

WARD SISTERS
Snowden Road Hospital, Bristol—Chronic sick.
Charterhouse - on - Mendip Hospital, near Blagdon, Som.—Tuberculosis.
Southmead Hospital, Bristol—General.
Ham Green Hospital, Pill, near Bristol—Fever.

STAFF NURSES
(Candidates must be over 41 years of age.)
Ham Green Hospital and Sanatorium, Pill, near Bristol—Tuberculosis.
Frenchay Park Sanatorium, Bristol (for children)—Tuberculosis.

STAFF MIDWIVES
(Candidates must be over 41 years of age.)
Southmead Municipal General Hospital.
Staff Midwives eligible and desirous to take the Midwife Teacher's Course at the University of Bristol.

STUDENT NURSES
Ham Green Hospital and Sanatorium, Pill, near Bristol.
Age not less than 17½ years.
Two years' fever training.
Successful candidates eligible to take two years' general training course at Southmead General Hospital, bristol.
Posts, unestablished, superannuable.

PUPIL MIDWIVES
Southmead Hospital Midwifery Training School (State Registered Nurses).
Approved for Part I training under the rules of the Central Midwives Board and associated with the Bristol Maternity Hospital and Mortimer House as approved training schools for Part II.
Candidates are accepted for Part I or Part II only (6 months), or Parts I and II (12 months course). Opportunity for those who qualify to take gas and air analgesia course. Training sessions commence 1st February, 1st May, 1st August and 1st November.

NON-RESIDENT APPOINTMENTS

HEALTH VISITORS (Temporary)
(Candidates must be over 41 years of age.)
Candidates must be S.R.N., S.C.M., H.V. Diploma.

DOMICILIARY MUNICIPAL MIDWIVES (Relief)
Municipal Midwives at salaries in accordance with the Midwives Salaries Committee Report.
Candidates must be S.R.N. and S.C.M.
Suitable applicants will have an opportunity of gaining experience in the training of Pupil Midwives.

Application forms in respect of hospitals can be obtained from Matrons of the respective hospitals and for other appointments from the Medical Officer of Health, Kenwith Lodge, Westbury Park, Bristol, 6. (930P)

KINGSTON UPON HULL CORPORATION HEALTH DEPARTMENT BEVERLEY ROAD HOSPITAL
Applications are invited from suitably qualified persons for the appointments of **Night Superintendent** and **Night Sister** working under Night Superintendent.
Candidates must be State Registered Nurses and State Certified Midwives.
Salaries in accordance with Rushcliffe Scale, together with usual residential emoluments and uniform.
Forms of application may be obtained from, and should be returned to, the Medical Officer of Health, Guildhall, Kingston upon Hull as soon as possible. (601P)

BETHLEM ROYAL HOSPITAL
MONKS ORCHARD, BECKENHAM, KENT
Night Sisters in Sole Charge (resident). Two required. Women's units only, to take duty (night and day) in alternate periods of three months. Candidates must be fully trained State-registered nurses holding the Mental Certificate; not over 35 years of age.
Salary and conditions in accordance with the Rushcliffe Report. Employers' contributions paid to the Federated Superannuation Scheme for nurses.
This hospital provides care and treatment for early cases of Nervous and Mental Disorders of the curable type occurring in the educated classes.
Applications, stating age, particulars of training and experience, with copies of testimonials, to be sent to the Matron. (836P)

CENTRAL HOSPITAL, Nr. WARWICK.
Night Superintendent (female) required at the above hospital. Must be doubly trained and State-registered in General and Mental Nursing.
Salary in accordance with the Rushcliffe scale for mental nurses—viz., £190 per annum to £260 per annum, plus board, etc., valued at £100 per annum.
The appointment is subject to the provisions of the Asylums Officers' Superannuation Act, 1909.
Applications to be made in writing to the Medical Superintendent not later than Saturday, December 2nd. (905P)

CITY OF SHEFFIELD.
SOCIAL WELFARE DEPARTMENT.
APPOINTMENT OF NIGHT SISTER IN SOLE CHARGE.
(Permanent or Temporary)
Applications are invited for the appointment of **Night Sister in Sole Charge,** resident or non-resident, on the permanent offical staff of the Fir Vale Institution, Sheffield.
The committee are prepared also to receive applications for a Temporary Appointment for employment during the emergency period, and in this connection they are prepared to consider applications from married women possessing the necessary qualifications.
Candidates must be fully qualified State-registered nurses.
Salaries and conditions of service in accordance with the Rushcliffe scale.
The successful candidate will be required satisfactorily to pass a medical examination, and a permanent appointment will be subject to the provisions of the Local Government Superannuation Act, 1937.
Applications, giving full particulars of previous experience, qualifications, age, etc., to be addressed to the Matron, Fir Vale Institution, Sheffield, 5.
W. STANSFIELD,
Director of Social Welfare.
Moorhead Chambers,
Furnival Street,
Sheffield, 1.
November 1st, 1944. (902P)

DEWSBURY AND DISTRICT GENERAL INFIRMARY, DEWSBURY
(100 Beds plus 80 E.M.S. Beds)
Assistant Theatre Sister required. Must have Theatre experience and preferably at least Part I Certificate of the C.M.B. Salary and conditions according to the Rushcliffe Report. S.F.S. in force. Apply, stating age and experience, together with names for reference, to the Matron. (961P)

CITY OF MANCHESTER BOOTH HALL HOSPITAL
(TRAINING SCHOOL FOR SICK CHILDREN'S NURSING)
Theatre Sister required.
Applications are invited from State Registered Nurses who have held a post as theatre sister or theatre staff nurse.
Salary £150, rising to £220 per annum with full residential emoluments in addition valued at £100 per annum in accordance with the recommendations of the Rushcliffe Committee in respect of Departmental Sisters. Corporation Superannuation Scheme. Medical examination.
Forms of application may be obtained from the Matron, Booth Hall Hospital, Blackley, Manchester, 9. Completed forms are to be returned to the Matron as soon as possible. (799P)

ANCOATS HOSPITAL, MANCHESTER
(Federated Superannuation Scheme in force).
Junior Theatre Sister required. Salary in accordance with the Rushcliffe Scale. Apply, giving full particulars of training, experience and names for reference, to the Matron. (858P)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1940

MIDDLESEX COUNTY COUNCIL

Applications are invited for the following appointments, the salaries, etc., of which are governed by the appropriate REPORTS OF THE RUSHCLIFFE COMMITTEE. All the posts are "resident" as defined by the Reports, except where marked *, in which case candidates may be "non-resident" if they so desire. Appointments are subject to medical examination and unless otherwise stated are established and pensionable. Application forms and full particulars can be obtained from the Matron "D" of the Hospital at which appointment is desired.

A. APPOINTMENTS GOVERNED BY FIRST REPORT OF NURSES SALARIES COMMITTEE

QUALIFIED

ASSISTANT SISTER TUTORS

West Middlesex County Hospital, Isleworth, Mx. Two required (replacements); S.C.M. essential.

Harefield County Hospital, Harefield, Mx.

Hillingdon County Hospital, near Uxbridge, Mx.

NOTE: **Hillingdon** County Hospital applications also considered from candidates who are qualifying or considering qualifying as sister tutors; salary scales pending qualification, £150 by £10 to £200 p.a. resident.

NIGHT SUPERINTENDENT

Ward Sisters scale, plus £40 p.a.

***North Middlesex County Hospital, Edmonton, N.18.**—Ward Sister's experience essential.

NIGHT SISTERS

(Working under Night Superintendent)

(i) Sanatorium rate.

Clare Hall County Hospital, South Mimms, Mx.—One required; experience in nursing pulmonary tuberculosis cases and preferably Part I of C.M.B. certificate required. T.A. certificate an advantage.

Harefield County Hospital, Harefield, Mx.—Combined general and chest work.

(ii) Hospital rate.

***Central Middlesex County Hospital, Park Royal, N.W.10.** Must have Part I of C.M.B. certificate and experience as ward and theatre sister.

***North Middlesex County Hospital, Edmonton, N.18.**

***Redhill County Hospital, Edgware, Mx.**—Must have Part I of C.M.B. certificate and experience as ward sister.

***Staines County Hospital, Ashford, Mx.**

THEATRE SISTER

Ward Sister's Scale.

***Redhill County Hospital, Edgware, Mx.**—Must have good practical experience.

WARD SISTERS AND SISTERS

(i) Sanatorium rate—

Clare Hall County Hospital, South Mimms, Mx.—One required; experience in nursing Tuberculosis cases essential. T.A. Certificate an advantage—opportunity of qualifying for this certificate if desired. Unestablished staff.

Harefield County Hospital, Harefield, Mx.—T.A certificate and experience in major chest surgery an advantage. (a) Ward Sister. (b) Thoracic Unit Sister—sound knowledge of surgical nursing essential.

(ii) Hospital rate

***North Middlesex County Hospital, Edmonton, N. 18.**—Experienced Sister required for acute medical ward.

STAFF NURSES

Candidates must be over 41 years of age.

(i) Sanatorium rate:—

***Clare Hall County Hospital, South Mimms, Mx.**—established and unestablished staff; T.A. Certificate an advantage; opportunity of qualifying for this certificate if desired.

(a) for work in busy sanatorium theatre (chest surgery)—Theatre experience essential.

(b) for sanatorium wards.

Harefield County Hospital, Harefield, Mx.—Established and unestablished staff; T.A. certificate an advantage, opportunity of qualifying for this certificate if desired.

(a) for thoracic theatre permanently (major chest surgery—excellent opportunity of gaining experience in nursing thoracic cases treated by most modern methods.

(b) for sanatorium wards.

(ii) Hospital rate:—

***Chase Farm Hospital, Enfield, Mx.** (a) General (b) Ambulance. Part I of C.M.B. Certificate essential; additional £5 p.a. for this qualification while carrying out ambulance duty. Unestablished staff.

***Harefield (E.M.S.) Hospital, Harefield, Mx.**—Unestablished staff; (a) for Children's Unit (S.R.N. General) with Children's experience or Registered Sick Children's Nurse essential—additional £10 p.a. if on both General and Sick Children's parts of State Register). (b) for Theatre permanently (good surgical experience preferred).

(c) for general wards.

***Hillingdon County Hospital, near Uxbridge, Mx.** For day or night duty; (a) for Theatre; (b) for Out-Patient Department; (c) for General Wards.

***Redhill County Hospital, Edgware, Mx**

NURSES WITH T.A. CERTIFICATE

Candidates must be over 41 years of age.

***Clare Hall County Hospital, South Mimms, Mx.**—Established and unestablished staff.

***Harefield County Hospital, Harefield Mx.**—Established and unestablished staff

ASSISTANT NURSES

Candidates must be over 41 years of age. Some hospital nursing experience essential.

(i) Sanatorium rate:—

***Clare Hall County Hospital, South Mimms, Mx.**—Established and unestablished staff; opportunity of qualifying for T.A. certificate if desired.

***Harefield County Hospital, Harefield Mx.**—Established or unestablished staff; (a) for thoracic surgical unit (good surgical experience preferred; excellent opportunity of gaining experience in nursing thoracic cases treated by most modern surgical methods). (b) for sanatorium wards.

(ii) Hospital rate.

***Chase Farm Hospital, Enfield, Mx.**—Unestablished staff.

***Harefield (E.M.S.) Hospital, Harefield, Mx.**—Unestablished staff

***Hillingdon County Hospital, near Uxbridge, Mx.**

***Redhill County Hospital, Edgware, Mx**

***Middlesex County Maternity Hospital Bushey Heath, Herts.**—Application forms etc. from the Matron of Redhill County Hospital, Edgware, Mx.

STUDENT NURSES

Candidates must be over 17 years, single girls or widows of sound health. Resident and unestablished appointments. Superannuation contributions payable by candidates over 18 years. After passing final State Examination, suitable candidates accepted for midwifery training.

TRAINING IN GENERAL NURSING

Students required at:

Central Middlesex County Hospital, Park Royal, N.W.10.

Chase Farm Hospital, Enfield, Mx. Vacancies for 4.12.44 and 12.2.45.

Harefield (E.M.S.) Hospital, Harefield, Mx.

Hillingdon County Hospital, near Uxbridge, Mx. Vacancies for 4-year course 5-12-44; immediate vacancies for 2-year course.

North Middlesex County Hospital, Edmonton, N.18.

Redhill County Hospital, Edgware, Mx.

Staines County Hospital, Ashford Mx—Vacancies for 4-year course, 1.12.44; immediate vacancies for 2-year course.

West Middlesex County Hospital, Isleworth, Mx.—Vacancies for Nov., 1944 and Feb., 1945.

Four year course (including three months preliminary trial period). Candidates are prepared for preliminary and final State Examinations in general nursing. Nurses whose names are on supplementary part of State Register accepted at hospitals indicated, for two year course of training for State Final Examination.

DUAL TRAINING

in general and tuberculosis nursing:

Students required at:

Clare Hall County Hospital, South Mimms, Mx. Affiliated Training School

Students spend two years training for preliminary State Examination and Tuberculosis Association certificate. They are then transferred to one of Council's general hospitals for completion of general training in preparation for final State Examination.

B. APPOINTMENTS GOVERNED BY REPORT OF MIDWIVES SALARIES COMMITTEE

EXPERIENCED MIDWIFERY SISTERS

S.R.N. and S.C.M. essential.

***Hillingdon County Hospital, near Uxbridge, Mx.**

***Middlesex County Maternity Hospital, Bushey Heath, Herts.**—Application forms, etc., from Matron of Redhill County Hospital, Edgware, Mx.

STAFF MIDWIVES

Candidates must be over 41 years of age.

***Central Middlesex County Hospital, Park Royal, N.W.10.**—S.R.N. & S.C.M. essential.

***Hillingdon County Hospital, near Uxbridge, Mx.** S.R.N. & S.C.M., or S.C.M. only.

***West Middlesex County Hospital, Isleworth, Mx.** S.R.N. & S.C.M. essential.

***Redhill County Hospital, Edgware, Mx.**—S.R.N. and S.C.M. essential.

***Middlesex County Maternity Hospital, Bushey Heath, Herts.** Application forms and full particulars from the Matron of Redhill County Hospital, Edgware, Mx.

MIDWIFERY TRAINING

(I) PUPIL MIDWIVES FOR PART I OF C.M.B. CERTIFICATE

North Middlesex County Hospital, Edmonton, N.18.—Vacancies for 1.1.45 and 1.4.45.

West Middlesex County Hospital, Isleworth, Mx.—Vacancies for May and August, 1945.

Redhill County Hospital, Edgware, Mx.—Vacancies for 1.2.45.

State Registered Nurses accepted for six months' course of training for Part I of C.M.B. examination at above hospitals. Training and certificate in Obstetric Analgesia also given. Successful candidates may proceed to further six months' course for Part II in other Middlesex County Council hospitals. Unestablished staff.

(II) PUPIL MIDWIVES FOR PART II OF C.M.B. CERTIFICATE

Hillingdon County Hospital, near Uxbridge, Mx. Immediate vacancies.

State Registered Nurses who hold a certificate of having passed first examination of C.M.B. accepted for six months' course of training for Part II of certificate. Unestablished staff.

C. APPOINTMENTS GOVERNED BY REPORT OF MENTAL NURSES SUB-COMMITTEE

MENTAL STAFF NURSES

Candidates must be over 41 years of age.

***North Middlesex County Hospital, Edmonton, N.18.**

C. W. RADCLIFFE,
Clerk of the County Council.

3-11-44. (938P)

FINCHLEY MEMORIAL HOSPITAL, LONDON, N.12.

Theatre and **Casualty Sister** required. Salary according to Rushcliffe Scale. Federated Superannuation Scheme in force.

Apply to Matron giving full details of training and experience. (879P)

FINCHLEY MEMORIAL HOSPITAL, LONDON, N.12.

Ward Sister required. Salary according to Rushcliffe Scale. Federated Superannuation Scheme in force.

Apply to Matron giving full details of training and experience. (984P)

ASPULL, BLACKROD, HORWICH AND WESTHOUGHTON JOINT HOSPITAL BOARD. FALL BIRCH ISOLATION HOSPITAL, LOSTOCK, Near BOLTON.

Applications are invited for the appointment of **Sister** at the above-named hospital. Applicants must be State-registered on the General Part of the Register. Preference will be given to those applicants with experience in nursing of infectious disease.

The appointment is a designated post under the Local Government Superannuation Act, 1937.

Salary in accordance with the Rushcliffe Committee scale.

Applications, stating age, training, qualifications and experience, accompanied by two recent testimonials, to be addressed to the Matron.

JOSEPH DICKINSON,
Clerk to the Board.

Town Hall,
Westhoughton. (901P)

SAINT MARY'S HOSPITALS FOR WOMEN AND CHILDREN.

RECOGNISED AFFILIATED TRAINING SCHOOL.
MANCHESTER, 13.

Student Nurses required now and later from the age of 17½ years for increase of staff. Apply for particulars of training to Matron. (887P)

SAINT MARY'S HOSPITALS FOR WOMEN AND CHILDREN.

RECOGNISED AFFILIATED TRAINING SCHOOL.
MANCHESTER, 13.

Ward Sisters (two) required for Gynaecological section for day or night duty as required. S.C.M. (Part I) an advantage, but not essential. Rushcliffe scale of salaries and F.S.S. in force.

Apply, with full particulars of training, age and subsequent experience and Matron's name for reference to Matron.

(888P)

THE STAFFORDSHIRE, WOLVERHAMPTON AND DUDLEY JOINT BOARD FOR TUBERCULOSIS

Ward Sister. Candidates should be S.N.R. and experienced in Tuberculosis Nursing. Opportunity to qualify for the T.A. Certificate. Salary £140, rising by the appropriate Rushcliffe Scale. Special accommodation for Sisters who themselves have had to undergo Sanatorium treatment, and are now able to take up full time duties.

Forms of application can be obtained from Matron, Groundslow Sanatorium, Tittensor, Stoke-on-Trent. (863P)

CITY OF MANCHESTER.

CRUMPSALL HOSPITAL (1,400 BEDS)

Ward Sister required for Orthopaedic Ward. Candidates must be State registered nurses with orthopaedic training and experience. Salary etc., in accordance with the recommendations of the Rushcliffe Committee. Corporation Superannuation Scheme. Medical examination.

Applications are to be addressed to the Matron of Crumpsall Hospital, Manchester, 8, as soon as possible. (891P)

KINGSTON UPON HULL CORPORATION HEALTH DEPARTMENT BEVERLEY ROAD HOSPITAL

DEPARTMENTAL SISTER

Applications are invited for a **Departmental Sister** for work in theatre.

Applicants must be State Registered Nurses and have had experience in a hospital theatre.

Salary in accordance with the Rushcliffe Scale, together with usual residential emoluments and uniform.

Forms of application may be obtained from, and should be returned to, the Medical Officer of Health, Guildhall, Kingston upon Hull, at the earliest possible moment. (600P)

EALING AND BRENTFORD & CHISWICK HOSPITALS COMMITTEE.

PERIVALE MATERNITY HOSPITAL
WARD SISTER.

Applications are invited for the post of **Ward Sister** at the Perivale Maternity Hospital, Western Avenue, Greenford (beds).

Candidates must be fully trained State Registered Nurses holding the certificate of the Central Midwives Board. Salary and conditions in accordance with the Rushcliffe Scale. A deduction will be made from salary in accordance with the provisions of the Local Government Superannuation Act, 1937.

Copies of application form and terms of appointment can be obtained from the undersigned to whom applications accompanied by copies of not more than three recent testimonials must be delivered not later than 24th November.

THOMAS ORR,
Medical Superintendent.

Town Hall,
Ealing, W.5. (686P)

ASHFORD HOSPITAL, KENT

(90 plus 40 E.M.S. Beds)

Sister required for Women's Ward. 33 beds. Medical and Surgical. S.C.M. essential. Must be willing to teach probationers. Salary and emoluments according to the Rushcliffe Scale. Apply with full particulars and names for reference to the Matron. (860P)

NOTTINGHAM GENERAL HOSPITAL

(475 beds)

Ward Sister required for Female Surgical Ward of 24 beds.

Applicants must be State Registered Nurses holding Part I Certificate of the Central Midwives Board.

Salary according to the Rushcliffe Committee's Report.

Federated Superannuation Scheme in force.

Applications, stating age, qualifications and experience together with photograph and two names for reference to be received by the Matron not later than Tuesday, November 14, 1944. (776P)

SURREY COUNTY COUNCIL

SURREY COUNTY SANATORIUM, MILFORD, Nr. GODALMING

(348 beds)

Assistant Matron. Candidates must be S.R.N., and should have had considerable administrative nursing experience. Salary and service conditions according to Rushcliffe Report on the grade £235 x £15—£280 p.a. plus full residential emoluments, valued at £150 p.a.

Sister to assist Home Sister. Candidates must be S.R.N., and should have had some Administrative experience. Salary and service conditions according to Rushcliffe Report on the grade £140 x £10—£190 p.a. plus £20 p.a. after 10 yrs.' service as a Sister, plus full residential emoluments valued at £100 p.a.

Applications to the County Medical Officer, County Hall, Kingston-on-Thames. (965P)

DISTRICT INFIRMARY, ASHTON-UNDER-LYNE.

Senior Night Sister required. S.R.N., S.C.M. Rushcliffe scale of salary. Federated superannuation scheme in force.
Apply, with full particulars, to Matron. (957P)

LEICESTERSHIRE COUNTY COUNCIL

The Council invite applications for the following appointments, viz. :—

Sisters (S.R.N. & S.C.M.)—At Bosworth Park Hospitals, Market Harborough and Melton Mowbray Institutions.

Junior Assistant Nurses—At Bosworth Park Hospitals, Market Bosworth, Market Harborough and Melton Mowbray Institutions.

Salaries, sick pay allowances, etc., in accordance with the Rushcliffe Report.

These appointments will be with residential allowances and uniform will be provided during employment. The provisions of the Superannuation Act apply to all appointments.

Applications in candidate's own handwriting, stating age, marital condition, experience, qualifications (if any), etc., together with copies of three recent testimonials should be forwarded to the Director of Public Assistance, Leicestershire County Council, 6, St. Martin's, Leicester, forthwith. (834P)

DISTRICT NURSE WANTED

Applications are invited for the post of **District Nurse** for the Gravir (Isle of Lewis) Nursing District. A car is provided. Applicants must be trained with S.R.N. and S.C.M. Certificates. Queen's Nurse preferred. Salary in accordance with Taylor Scale, including uniform allowance. Applications, with copy of testimonials, stating age and experience may be lodged with A. D. Fisher, District Clerk, Municipal Buildings, Stornoway, not later than 17th November. (837P)

LANCASTER AND ISOLATION HOSPITAL, LANCASTER

(Fever Training School—118 Beds)

Staff Sister required for infectious wards, to be both S.R.N. and S.R.F.N.

Staff Nurse required. Must be S.R.F.N.

Probationer Nurses also required for Fever training.

Salary and emoluments in accordance with the Rushcliffe Scale.

These posts are designated under the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination.

Applications stating age, qualifications and experience to be forwarded to the Matron. (846P)

WEST MIDLANDS JOINT HOSPITAL BOARD HOXLEY ISOLATION HOSPITAL

Sister, S.R.N., R.F.N. (cubicle experience preferred) required. Applicant must be willing to do night or day duty. Non-resident preferred. Salary and conditions in accordance with Rushcliffe scale. Apply, with full particulars, to the Matron, Hoxley Hospital, Bull Lane, Wednesbury. (856P)

TROWBRIDGE & DISTRICT HOSPITAL, WILTS.

Staff Sister, S.R.N., required end of November. Rushcliffe scale of salaries. F.S.S. in force. Apply the Matron. (924P)

ELLEN BADGER HOSPITAL, SHIPSTON-ON-STOUR.

Sister required for Midwifery Ward. Recent experience essential. F.S.S. in force, Rushcliffe scale of salary and 48-hour week adopted.
Apply, with matron's name for reference, to Matron. (911P)

COUNTY BOROUGH OF DEWSBURY WHITLEY SANATORIUM

The Council invite applications for the following vacancies at the above Sanatorium:—

Ward Sister.

Probationer Nurses.

Applicants for the post of **Ward Sister** must be State Registered Nurses with experience in tuberculosis.

The terms of employment are as laid down in the Rushcliffe Report, and applications should be sent to the Medical Officer of Health, Municipal Buildings, Halifax Road, Dewsbury, as soon as possible.

Town Hall. HOLLAND BOOTH,
Dewsbury. Town Clerk.
11.11.44. (861P)

SELLY OAK INFIRMARY, BIRMINGHAM, 29.

WARD SISTER.

Resident or Non-resident appointment. Required for male ward. Rushcliffe salary. Apply Matron. (894P)

GROSVENOR SANATORIUM, ASHFORD, KENT

Staff Sisters, S.R.N. (two) and **Night Sister**, S.R.N., required. Sanatorium experience preferred. Uniform provided. Rushcliffe scale of salaries adopted. Apply to Matron. (777P)

ROYAL CORNWALL INFIRMARY, TRURO TREWARTHENICK ANNEXE

(Country District)

Staff Sister required. Applicants must be State Registered. Previous experience in Orthopaedic and Fracture work desirable.

Salary in accordance with the Rushcliffe Scale.

Apply with particulars of experience, to The Royal Cornwall Infirmary, Truro. (117P)

London County Council

This advertisement is permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

STUDENT NURSES

are required for the undermentioned L.C.C. GENERAL HOSPITALS. The training includes preparation by qualified medical and nursing staff for the State Preliminary and State Final Examinations of the General Nursing Council.

Salaries (revised scales)(*four years general training): 1st year, £40; 2nd year, £45; 3rd year, £50; 4th year, £60 (before State registration), £70 (after State registration). Full residential emoluments.

*Reduced training period of 2½ years in general nursing for Nurses on supplementary part of register.

GENERAL HOSPITALS

Bethnal Green ...	... Cambridge Heath Road, E.2.
Lambeth	... Brook Drive, Kennington Rd., S.E.11.
Mile End ...	... Bancroft Road, E.1.
St. Alfege's ...	... Vanbrugh Hill, S.E.10
St. Andrew's ...	... Devons Road, E.3.
St. Giles'	... St. Giles' Road, S.E.5.
St. Leonard's ...	... Nuttall St., Kingsland Road, N.1.
St. Olave's ...	... Lower Road, S.E.16.

Apply direct to Matron of hospital or to the Acting Matron-in-Chief, County Hall, Westminster Bridge, London, S.E.1. (319/8P)

OVERSEAS EMPLOYMENT

The SUDAN NURSING SERVICE requires **Nurses,** not more than 32 years of age. Must be State Registered and have passed first examination of Central Midwives Board. A proportion to be State Certified Midwives.

Contract two years with possible renewal subject to passing examination in elementary Arabic. Free quarters, light, fuel, but not board. Salary £E.168 with increase £E.24 every two years to maximum of £E.264 p.a. plus fixed consolidated allowance of £E.192 p.a. (£E.1 equals £1 0s. 6d.). Outfit allowance £E.50 on first appointment. Gratuities on annuities according to age, length of service and position payable after ten years' service. Further promotion by selection.

Applications in writing (no interviews) stating date of birth, full details of qualifications and experience and quoting reference No. 05791.S. should be addressed to the Ministry of Labour and National Service Appointments Department, Sardinia Street, Kingsway, London, W.C.2. (32P)

THE CHILDREN'S HOSPITAL, SHEFFIELD, 10

Applications are invited for the post of **Sister,** X-ray Department, S.R.N., M.S.R. preferred. Sister having had good experience would be considered. Salary in accordance with the recognised scales. Federated superannuation scheme in force. Particulars to Matron. (531P)

BRIXHAM HOSPITAL, BRIXHAM, S. DEVON

(21 Beds and 10 Emergency)

Junior Sister required. Rushcliffe scale of salaries. Superannuation in force. Uniform allowance. Apply, with all particulars, to Matron. (529P)

CHORLEY AND DISTRICT HOSPITAL CHORLEY, LANCASHIRE

Required, **Maternity Ward Sister,** S.R.N., S.C.M., to take charge of ward of 20 beds. Salary according to Rushcliffe Scale. F.S.S. in force State full particulars of training and experience. Applications to the Matron. (699P)

MILLER GENERAL HOSPITAL, GREENWICH HIGH ROAD, S.E.10

Sister-in-Charge of X-Ray Department required; S.R.N., M.S.R. (resident or non-resident). Salary according to Rushcliffe Scale. F.S.S.N.H.O.(C) in force. Apply to Matron, giving all particulars and Matrons' names for reference. (746P)

BOROUGH OF HENDON ISOLATION AND EMERGENCY HOSPITAL, GOLDSMITH AVENUE, HENDON, N.W.9.

Required **Ward Sister** (R.F.N., S.R.N.). Salary and conditions in accordance with Rushcliffe Recommendations. Superannuation scheme in force. Medical examination necessary. Write to Matron for application form. (638P)

BOROUGH OF WESTON-SUPER-MARE

DEPARTMENT OF PUBLIC HEALTH
ISOLATION HOSPITAL

Sister, S.R.N. and R.F.N. required for Hospital of 40 beds. Salary and conditions according to the Rushcliffe Scale. Send for details and forms of application to the Matron, Isolation Hospital, Drove Road, Weston-super-Mare. (690P)

WEST SUSSEX COUNTY COUNCIL

ST. RICHARD'S HOSPITAL, CHICHESTER

Applications are invited for the following post :—

Ward Sister. For ward reserved for chronic sick. Qualifications, S.R.N. Salary according to Rushcliffe Scale.

Applications should be made to the Matron, St. Richard's Hospital, Chichester.

County Hall, T. C. HAYWARD,
Chichester. Clerk of the County Council.
25.10.44. (676P)

BEDFORDSHIRE COUNTY COUNCIL

(PUBLIC ASSISTANCE COMMITTEE)

APPOINTMENT OF WARD SISTERS (S.R.N. & S.C.M.) AT ST. ANDREW'S HOSPITAL, BIGGLESWADE

Applications are invited for the above resident appointments at St. Andrew's Hospital, Biggleswade at salaries in accordance with the Rushcliffe Scales.

The appointments are subject to the local Government Superannuation Act, 1937, and the successful applicants will be required to pass a medical examination.

Forms of application can be obtained from the Matron, St. Andrew's Hospital, Biggleswade.

Public Assistance Office, J. B. GRAHAM,
81, High Street, Clerk of the County Council.
Bedford.
3rd October, 1944 (683P)

SURREY COUNTY COUNCIL

ST. HELIER COUNTY HOSPITAL, CARSHALTON

(862 Beds)

Housekeeping Sister. Candidates must be S.R.N. and hold Housekeeping Certificate. Rushcliffe salary, grade and conditions. £130 x £10—£180 per annum, plus £20 allowance, plus £20 after ten years' service. Full residential emoluments. The appointment is on the Council's temporary staff, but superannuation rights will be preserved.

Administrative Sister. Candidates must have had nursing administrative experience. Rushcliffe salary grade £130 x £10—£180 per annum, plus £20 p.a. after ten years' service. Full residential emoluments. Temporary appointment.

Forms from County Medical Officer, County Hall, Kingston-upon-Thames. (963P)

QUEEN'S INSTITUTE OF DISTRICT NURSING.

Applications are invited from State-registered Nurses to undergo six months' training in District Nursing to qualify for the Queen's Roll. Rushcliffe scale of salary during and after training. Nurses required for work in town or country. Apply Queen's Institute of District Nursing, 57, Lower Belgrave Street, London, S.W.1, or to any Training Home.

Midwifery Training given by the Institute to suitable candidates. (943P)

WILLESDEN DISTRICT NURSING ASSOCIATION

Queen. State Registered Nurses to qualify for Queen's Roll. Cyclist preferred. Rushcliffe Scale of salary. Federated Superannuation Scheme in force. Apply Superintendent, Willesden District Nursing Association, 19, Park Avenue, Willesden Green, N.W.2. (83P)

QUEEN'S INSTITUTE OF DISTRICT NURSING—SCOTTISH BRANCH

DISTRICT TRAINING

Applications are invited from State Registered Nurses.

Midwifery training is given after completion of District Training. Applicants holding the first Certificate are given Part II Training under the institute provided that entry for District Training is made immediately after completion of Part I Training.

Salaries are in accordance with Taylor Report.

Apply Superintendent for Scotland, 26, Castle Terrace, Edinburgh. (18P)

ROYAL HALIFAX INFIRMARY, HALIFAX

Assistant Masseuse required. Salary according to C.S.P. Scale, and F.S.S. is in force.

Candidates may be resident or non-resident. Apply with particulars of qualifications and experience to the Matron. (741P)

HOLLAND (LINCS.) COUNTY COUNCIL, PUBLIC HEALTH DEPARTMENT, BOSTON, LINCS.

Applications are invited for the appointment of visiting **Masseuse** on the staff of the Orthopaedic Department of the County Council.

Candidates must hold the Chartered Society's Certificates in Massage, Medical Gymnastics and Medical Electro-Therapy. Must be able to drive a car or willing to learn.

Salary £240 per annum, rising by £10 to £270 a year together with car allowance on the Council's Scale. In addition there is a War Bonus of £40 6s. a year. Local Government Superannuation Scheme in force.

Applications, stating age, qualifications and copies of two testimonials to be sent to Dr. W. G. Booth, Medical Officer of Health, County Hall, Boston, Lincs., as soon as possible. (874P)

BOROUGH OF PUDSEY

ORTHOPAEDIC CLINIC

Applications are invited from qualified persons for the appointment of a full-time **Physiotherapist** to take charge of an Orthopaedic Clinic within the Borough. Particulars of such clinic can be obtained from the Medical Officer of Health, St. Lawrence House, Pudsey.

Candidates must possess full qualifications of the Chartered Society of Physiotherapy, with knowledge of Orthopaedic work, and the salary and war bonus paid will be in accordance with the scale laid down by the Chartered Society of Physiotherapy.

Applications, stating age, qualifications and experience, should be forwarded to the Medical Officer of Health, St. Lawrence House, Pudsey, not later than 9 a.m. on Saturday, November 25, 1944, marked "Physiotherapist."

Canvassing, either directly or indirectly will be a disqualification.

Town Hall. W. R. CRUSE,
Pudsey. Town Clerk.
(865P)

BERKSHIRE COUNTY COUNCIL OLD WINDSOR EMERGENCY HOSPITAL

Applications are invited for the appointment of **Masseuse.** Salary according to C.S.M.M.G. scale plus cost of living bonus. Applications stating full particulars, qualifications, etc., to be furnished on forms obtainable from the County Public Assistance Officer, 3, Abbot's Walk, Reading, to whom they should be returned not later than the 20th Nov., 1944. (949P)

CORPORATION OF NOTTINGHAM NEWSTEAD SANATORIUM, FISHPOOL, MANSFIELD, NOTTS.

AFFILIATED WITH NOTTINGHAM CITY HOSPITAL AND MANSFIELD GENERAL HOSPITAL

Applications are invited from suitable candidates for the following appointments:—

Staff Nurses. State Registered. Facilities for obtaining the Tuberculosis Association certificate.

Staff Nurses. Partially trained, possessing the Tuberculosis Association Certificate.

Student Nurses. Must be in good health, and not under 18 years of age.

Salary and conditions of service according to the recommendations of the Rushcliffe Committee. Apply with full particulars to Matron, Newstead Sanatorium, Fishpool, Mansfield, Notts. (574P)

The advertisments for women publishd under this heading are permitted by he Ministry of Labour and National Service under the engement of Women (Control of Engagement) Order, 1943.

THE LONDON CHEST HOSPITAL, VICTORIA PARK, LONDON, E.2

Staff Nurses required to train for Tuberculosis Association Certificate. Lectures given by Honorary Staff. Rushcliffe Scale and F.S.S. in force. Apply Matron. (408P)

COUNTY BOROUGH OF SOUTHAMPTON. ISOLATION HOSPITAL AND SANATORIUM, OAKLEY ROAD, SOUTHAMPTON.

(300 Beds)

General trained **Nurses** are required for one year's Fever Training at the above hospital to commence on December 1st, 1944.

The Rushcliffe report has been adopted and the commencing salaries and conditions in the Rushcliffe Report will be applicable to the appointment.

Forms of application may be obtained from the Medical Officer of Health, Civic Centre, Southampton, and should be returned to him as early as possible.

H. C. MAURICE WILLIAMS,
Medical Officer of Health.
(941P)

THE SHEFFIELD SCHOOL OF NURSING (incorporating Royal Sheffield Infirmary and Hospital, The Jessop Hospital for Women and The Children's Hospital, which is also a recognised Training School for Sick Children's Nurses).

Applications are invited from girls of good education for training in **General Nursing** (age of entry 18 years and over) and for training in **Sick Children's Nursing** (age of entry 17 years and 9 months and over).

Applications and enquiries to be made to the Supervising Tutor, The Sheffield School of Nursing, St. George's Terrace, Sheffield, 3. (319/17P)

THE ROYAL NATIONAL HOSPITAL FOR CONSUMPTION, VENTNOR, ISLE OF WIGHT

(230 Beds, plus 130 E.M.S.)
AFFILIATED GENERAL TRAINING SCHOOL

Student Nurses required. Opportunity to train for Preliminary State Examination and T.A. Certificate. 48 hour week in operation. Uniform provided. Salary £45 first year; £50 second year. Applications to Matron. (319/20P)

PLYMOUTH CITY CORPORATION
PUBLIC HEALTH COMMITTEE
CITY GENERAL HOSPITAL, PLYMOUTH

Training School for Nurses approved by General Nursing Council. **Student Nurses** received, age 18 to 30 years. Salary, Emoluments and conditions of service in accordance with Rushcliffe Report Scales.

Preliminary Training School. Nurses prepared for State Examination and 1st Part of Midwifery in 4th year.

Apply to Matron for full particulars. (873P)

KENT COUNTY COUNCIL
CAREERS AS NURSES

Vacancies exist for well-educated girls to train in **General Nursing** for a period of three years at the County Hospitals at Chatham, Dartford, Farnborough, near Bromley, and Pembury, near Tunbridge Wells.

Preliminary Training Schools are available in which students receive three months' preliminary training before taking up duties in the hospitals.

The minimum age is 18 years but girls of not less than 17½ years may be accepted in certain cases.

Salary £40, £45, and £50 a year for the first, second and third years respectively, with full board, residence, laundry and uniform.

Appointments are superannuable and a medical examination is necessary.

Accepted candidates will be prepared for the State Examinations of the General Nursing Council and when thus qualified will be immediately eligible for appointment as Staff Nurses. The higher appointments in the nursing profession, carrying substantial remunerations, are open to qualified, experienced nurses. The County Council has adopted the Rushcliffe salary Scale.

Further details and forms of application may be had from the Matron at any one of the hospitals and to whom completed applications should be returned.

County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
2nd November, 1944. (871P)

THE STAFFORDSHIRE, WOLVERHAMPTON AND DUDLEY JOINT BOARD FOR TUBERCULOSIS

Applications are invited for the post of **Student Nurse** in this Sanatorium, which is an affiliated training school. Two months are spent in the preliminary school. Nurses have the opportunity of gaining the T.A. Certificate, also the State Preliminary. Salary £45 1st year and £50 2nd year. Apply for application forms to Matron, Groundslow Sanatorium, Tittensor, Stoke-on-Trent. (864P)

CHELSEA HOSPITAL FOR WOMEN, S.W.3
AFFILIATED TRAINING SCHOOL

Vacancies for **Probationers'** Preliminary Training School. Applicants must be well educated. Age from 18 years. Apply Matron. (21P)

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE

PUBLIC HEALTH DEPARTMENT

Applications are invited for the following appointments:—

SCOTTON BANKS SANATORIUM, KNARESBOROUGH
Ward Sister (resident). Salary scale, £140 by £10—£190. Must be S.R.N.

MIDDLETON-IN-WHARFEDALE SANATORIUM, ILKLEY
Ward Sister for Men's Orthopaedic Ward. Must be S.R.N.
Salary scale, £160 by £10—£190, if resident. £210 by £10—£260, if non-resident.

CROOKHILL HALL, RECEIVING HOME, CONISBOROUGH
Ward Sister (resident). Salary scale, £140 by £10—£190. Must be S.R.N.

Salary and conditions of service in accordance with the recommendations of the Rushcliffe Committee, the commencing salary being determined according to the previous experience of the successful candidate.

The above posts are designated under the Local Government Superannuation Act, 1937.

Forms of application can be obtained from the Deputy County Medical Officer County Hall, Wakefield.

BERNARD KENYON,
Clerk of the County Council.
County Hall,
Wakefield.
November, 1944. (920P)

WEYMOUTH AND DISTRICT HOSPITAL, WEYMOUTH, DORSET

(118 Beds, plus E.M.S. Beds)
STUDENT NURSES

There are vacancies for **Student Nurses** for increase of staff. A good standard of education is required. Instruction is given by Medical and Surgical Staff, and resident Sister Tutor.

Salary according to Rushcliffe Committee Scale.

Apply for application forms and particulars to the Matron. (859P)

CITY SANATORIA, BIRMINGHAM, AFFILIATED WITH DUDLEY ROAD. HOSPITAL.
PROBATIONER NURSES.

Four years' training.

Rushcliffe salary and conditions of service.

Apply to Miss Davies, Matron, City Sanatorium, Yardley Green Road, Birmingham. (896P)

ROYAL HOSPITAL FOR SICK CHILDREN, GLASGOW, C.3.
TRAINING SCHOOL FOR NURSES

There are vacancies for well educated girls in the next Preliminary Training School in January, 1945. Candidates must be over 17 years of age. Salary and emoluments in accordance with the Taylor Scale. Enquiries should be addressed to the Matron, who will be glad to interview, by appointment, parents of girls of school leaving age interested in the nursing profession. (978P)

NATIONAL TEMPERANCE HOSPITAL HAMPSTEAD ROAD, LONDON, N.W.1

Vacancies for **Student Nurses**, aged 18½ to 34 years. Central Preliminary Training School course of 10 weeks followed by 3 years hospital training. Salary according to the Rushcliffe Scale.

Apply to the Matron. (959P)

QUEEN MARY'S HOSPITAL FOR THE EAST END, STRATFORD, E.15
(RECOGNISED TRAINING SCHOOL)

Probationer Nurses required. Well educated, age 18 to 30 years. Four years' training. Superannuation scheme in force. Uniform provided. Midwifery Part I can be taken in fourth year.

Apply by letter or personally any morning to Matron. (899P)

KENT COUNTY MENTAL HOSPITAL, CHARTHAM, Nr. CANTERBURY.
STUDENT NURSES.

Applications are invited for the post of **Student Nurse** (female) for training in the nursing of mental and nervous disorders. Not under 17½ years of age. Salary in accordance with the Rushcliffe scale.

For form of application apply to the Matron. (909P)

THE ROYAL CANCER HOSPITAL (FREE)
(Incorporated under Royal Charter)
FULHAM ROAD, LONDON, S.W.3

(156 Beds)

Affiliated Training School. Recognised by the General Nursing Council for England and Wales.

There are vacancies for **Student Nurses**, age 18 to 30. Salary, first year, £40 per annum; second year £45 per annum. Uniform provided. Lectures by medical staff and sister tutor. Applications to be made to the Matron. (38P)

WEST RIDING COUNTY COUNCIL,
WHITE ROSE COUNTY HOSPITAL,
WAKEFIELD, YORKS.
Approved Training School For Nurses.

There are vacancies for **Probationer Nurses** for increase of Staff. A good standard of Education is required. Salary according to Rushcliffe Scale. Ages 18 to 30 years.

Applications should be sent to the Matron. (885P)

THE STOCKPORT INFIRMARY
APPROVED TRAINING SCHOOL

There are vacancies for well-educated **Student Nurses**, age 18-32. Salary in accordane with the recommendations of the Rushcliffe Committee. Tuition given by resident Sister Tutor and Honorary Medical Staff. Apply giving full particulars, to Matron. (730P)

BERKS AND BUCKS JOINT SANATORIUM, PEPPARD COMMON, HENLEY-ON-THAMES, OXON.

Student Nurses, age from 17 years, required. Two-year training. Lectures given by Resident Sister-Tutor for the Tuberculosis Associa- Certificate.

Salary and emoluments according to Rushcliffe Scale. 96-hour fortnight. Superannuation Scheme in force.

Application forms from the Matron. (728P)

STOKE-ON-TRENT CORPORATION

The Corporation have vacancies for **Student Nurses** at the London Road Hospital, Stoke-on-Trent, on three months trial, and if approved, for three years' general training and preparation for the State Nursing Examination. Candidates must be between 18 and 30 years of age, strong and reasonably well educated. Salary £40 per annum, rising to £50 per annum, plus board, residence, uniform and laundry, subject to superannuation deductions.

Particulars of training and application forms may be obtained from the undersigned.

E. B. SHARPLEY,
Social Welfare Department, Town Clerk.
Kingsway, Stoke-on-Trent. (674P)

THE ROYAL INFIRMARY, WORCESTER

Student Nurses required, ages 18–30. Secondary School girls with School Certificate preferred. Good health and physique essential. Apply with full particulars to Matron. (742P)

GROSVENOR SANATORIUM, ASHFORD, KENT

Student Nurses required. Nurses prepared for Tuberculosis Association certificates. Uniform provided. Rushcliffe Scale of salaries adopted. Apply to Matron. (778P)

ROYAL NORTHERN HOSPITAL, HOLLOWAY, N.7
STUDENT NURSES

Candidates of good education between the ages of 18 and 33 are received into the Preliminary Training School for nine weeks' training (without fees) before entering the Wards. Salary, superannuation and conditions of service in accordance with the Rushcliffe scale. On completion of four years' training selected nurses have the eopportunity of training for the C.M.B. examination. Apply to Matron for full particulars and dates of earliest vacancies. (14P)

CITY OF BIRMINGHAM

PUBLIC HEALTH DEPARTMENT
HOSPITALS SECTION
PROBATIONER NURSES
General Hospitals

Dudley Road Hospital, Birmingham 18, and Selly Oak Hospital, Birmingham 29. Complete General Training Schools. Three years' training (excluding trial period). Salary £40, £45 and £50 p.a. for first, second and third year respectively. Candidates taken at 17½ years of age.

Infectious Diseases Hospital, Little Bromwich Hospital, Birmingham 9. Fever training School. Two years' training. Affiliated with the General Hospitals for shortened General training. Salary £40 and £45 p.a. Candidates taken at 17 years of age. (7P)

THE GENERAL INFIRMARY AT LEEDS
(825 Beds)
APPROVED TRAINING SCHOOL FOR NURSES

There are vacancies for **Probationer Nurses** for increase of staff. A good standard of education is required.

Nurses on Supplementary, Children's, Fever Registers accepted as second-year Nurses for three years' training.

Salary according to the Rushcliffe Scale. Age 18-30 years.

Applications should be made to the Matron, who will be pleased to interview parents of girls of school-leaving age interested in the nursing profession. (788P)

SHEFFIELD CITY GENERAL HOSPITAL

Student Nurses accepted for training, age 18–30 yrs. Two months preliminary course. A good standard of education is required. Opportunity for full training in Midwifery after State Registration. Rushcliffe Scale salary and conditions of service. Apply Matron. (622P)

WEST LONDON HOSPITAL, HAMMERSMITH ROAD, W.6

There are vacancies for **Student Nurses**. Three years' General Training following eight weeks in the Preliminary Training School. Age 18 to 30 years. Rushcliffe Scale adopted. Apply Matron. (555P)

DONCASTER ROYAL INFIRMARY
APPROVED TRAINING SCHOOL FOR NURSES

There are a limited number of vacancies for well-educated **Student Nurses** to enter the Preliminary Training School, December 1, 1944. Salary according to Rushcliffe Scale. Uniform provided. Age 18 to 30 years. Apply to Matron. (749P)

NORTHAMPTON GENERAL HOSPITAL
410 beds

Student Nurses required. Four years' training. Vacancies for December and April. Preliminary Training Schools. 12 weeks' course. Salaries according to Rushcliffe Scale; no educational standard required. Apply Matron. (448P)

HUDDERSFIELD ROYAL INFIRMARY

There are vacancies for women of good education.

Student Nurses at the Preliminary Training School. They will be coached throughout by a Resident Sister-Tutor. Ward work is undertaken after a three months' course in the school and the training lasts for three years.

Salary, 1st year, £40; 2nd year, £45; 3rd year, £50, plus board, residence, uniform and laundry. Federated superannuation scheme in force. Nurses who have passed the Final State Examinations in Children's Fever Nursing may also apply for two years' general training. Enquiries to be addressed to the Matron. (166P)

ROTHERHAM HOSPITAL
(APPROVED TRAINING SCHOOL FOR NURSES)

There are vacancies for **Student Nurses** (age 18-32) for increase of staff. A good standard of educatioin is required. Training lasts for three years. Nurses are coached throughout by a Resident Sister-Tutor. Salary First year £40, Second year £45, Third year £50, with full board, residence, uniform and laundry. Forty-eight hour week being introduced. Annual holiday on full salary and board allowance given. Apply the Matron, Rotherham Hospital, Doncaster Gate, Rotherham. (968P)

ROYAL BERKSHIRE HOSPITAL, READING
TRAINING SCHOOL FOR NURSES

There are vacancies for **Probationer Nurses** for increase of Staff. A good standard of education is required. Age 18-30, for three years' training. Candidates are also required between 17 and 18 years ofage for one year preliminary training at the Branch Hospital. Rushcliffe Scale of salaries. For particulars apply to Matron. (5P)

NORTH STAFFORDSHIRE ROYAL INFIRMARY, STOKE-ON-TRENT
(472 Beds. Preliminary Training attached)

Applications are invited for the position of **Student Nurses**. A good standard of education is required. Age 18-32. Salary £40 first year, £45 second year, £50 third year, £60 fourth year. Apply to the Matron. (9P)

READINGSL

VICTORIA HOSPITAL, BURNLEY
(169 Beds)

Student Nurses required, age 17½ years to 40 years. Salary according to the Rushcliffe Scale. Uniform provided. Resident Sister Tutor. Apply to the Matron for forms of application. (15P)

CONNAUGHT HOSPITAL, ORFORD ROAD, WALTHAMSTOW, LONDON, E.17
(118 Beds)
RECOGNISED TRAINING SCHOOL

Resident Sister-Tutor. There are vacancies for well-educated **Probationers**. Four years' training, inclusive of trial period. Central Preliminary Training School. Salary according to Rushcliffe Scale. Uniform provided. Day off weekly. Federated superannuation scheme in force.

Apply for forms and particulars to Matron. (6P)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (control of Engagement) Order, 1943.

LORD MAYOR TRELOAR CRIPPLES' HOSPITAL, ALTON, HANTS.

Affiliated with the Westminster Hospital, the Hospital for Sick Children, Great Ormond Street, and the Royal Hampshire County Hospital, Winchester.

There are early vacancies for **Student Nurses.** Candidates are received at the age of seventeen, and must have good health and be well educated. Salary in accordance with the Rushcliffe Report. Federated Superannuation Scheme in force after first year.

Candidates are prepared for the Preliminary State Examination, and for the Orthopaedic Examinations for the Central Council for the Care of Cripples.

Student Nurses may compete for the Dame Louise Treloar Scholarship, value £25.

Send stamped addressed envelope to the Matron for application form. (366P)

ROYAL WATERLOO HOSPITAL FOR CHILDREN AND WOMEN, WATERLOO ROAD, S.E.1

(RECOGNISED TRAINING SCHOOL.)

Applications are invited from well educated girls for 3½ years' training as **Nurses.** Minimum age 17 years. Preliminary training school in existence. Part of the training will be spent at the Sector Hospital, Chertsey. Salary £40, £45, £50 and £60. Uniform provided. Holiday and sick allowances given. Forms of application may be obtained from the Matron. (11P)

LONDON CHEST HOSPITAL, VICTORIA PARK, E.2

Vacancies for **Student Nurses,** 18–30 years for Preliminary Training School. Good standard of education required. Rushcliffe salary scale. Apply to Matron. (31P)

HOSPITAL AND OTHER VACANCIES

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

SOMERSET COUNTY COUNCIL

RESIDENTIAL NURSERY

MATRON

Applications are invited for the post of Matron under the Somerset County Council. The nursery takes 15 children, 2-5 years of age, and is situated 15 miles east of Taunton. Salary according to the Rushcliffe Scale, i.e. £120 by £10 to £200, plus board, lodging and laundry, and £10 annual uniform allowance with £5 renewal allowance subsequently. Applicant must be S.R.N. or S.E.N., and should have had previous experience.

Applications stating age, experience and qualifications, together with copies of two recent testimonials, should be sent to the Medical Officer of Health, County Hall, Taunton, as soon as possible. (853N)

NORTHUMBERLAND COUNTY COUNCIL.

HEALTH DEPARTMENT.

Applications are invited for the appointment of Matron of the Maternity Home, Castle Hills, Berwick-on-Tweed. This is a new maternity home of nine beds, at present in course of preparation, and the matron will be required to take up duty on or about February 1st, 1945.

Applicants must be State-registered Nurses, State-certified Midwives, and have had experience in administrative duties in addition to practical work as a midwife.

The salary will be in accordance with the recommendations of the Rushcliffe Committee, together with furnished rooms, board, laundry and uniform.

The appointment is subject to the provisions of the Local Government Superannuation Act, 1937, and for this purpose the successful candidate will be required to pass a medical examination.

Applications, giving full particulars of age, training and experience, together with copies of three recent testimonials, should be sent to the undersigned on or before December 1st, 1944.

JOHN B. TILLEY,
County Medical Officer.

Centre Hall,
Newcastle-on-Tyne, 1. (900N)

LONDON COUNTY COUNCIL.

Matron required at Stamford House Remand Home, Ashbrook Road, Shepherd's Bush, W.12. Accommodation normally for 120 boys up to the age of 17 who are (1) awaiting appearance before, or on remand from, a juvenile court; (2) awaiting placing in approved schools. Will be responsible, under the direction of the Superintendent, for domestic arrangements and control of domestic staff. Nursing qualifications not essential. Salary £145 (£135-£290) a year, plus cost of living bonus at present £20 a year, plus emoluments of board, lodging, washing and attendance, valued for superannuation purposes at £150 a year. Appointment subject to the Council Superannuation and Provident Fund Schemes. Persons engaged in employment covered by Essential Works Order should not apply. Forms from Education Officer (E.1), The County Hall, S.E.1 (stamped, addressed foolscap envelope), returnable by November 20th, 1944. Canvassing disqualifies. (907N)

CITY OF MANCHESTER

PUBLIC HEALTH DEPARTMENT

VACANCIES FOR NURSING STAFF AT MUNICIPAL HOSPITALS

Applications are to be made to Matrons of hospitals or institutions concerned. Manchester Corporation Superannuation Scheme. Medical examination. Applicants for post of Staff Nurse and higher grades must be State-registered. Emoluments for all resident appointments consist of board residence, laundry, uniform, etc.

Salaries, etc., in accordance with the recommendations of the Report of the Rushcliffe Committee, except where specifically stated.

Certificates giving permission for the publication of the following advertisements have been issued by the Ministry of Labour.

Crumpsall Hospital (Adult, general, 1,400 beds) Manchester 8 (Complete training school.)

MIDWIFERY TRAINING. Vacancies exist for State-registered nurses to take Part I midwifery training. The course is of six months' duration. Midwives Salaries Committee cash salary rate of £65 per annum.

Withington Hospital (Adult general, 1,150 beds). Manchester 20. (Complete training school).

MALE STAFF NURSE.

STUDENT NURSES aged 18 years and over two months in preliminary school).

MIDWIFERY TRAINING. Vacancies exist for Pupil Midwives to take Part I midwifery training. For State-registered nurses the course is of six months' duration, and for other pupils it is of 18 months' duration. Midwives Salaries Committee cash salary rates are applicable. £65 per annum for S.R.N.'s and £40 first year, £45 second year for other pupils.

Booth Hall Hospital for sick children. (760 beds), Blackley, Manchester, 9. (Training school for nurses).

WARD SISTERS. S.R.N. and R.S.Ch.N.

NURSES ON THE GENERAL STATE REGISTER. A two years' course is given to quality for the Sick Children's Register starting at second year status, and salary of £70; second year £80.

STUDENT NURSES, age 17½ years and over.

JUNIOR STUDENT NURSES. Vacancies occur in the preliminary training school every six weeks for well educated robust girls. The minimum age of entry is 17 years. Annual salary £30. Training in sick children's nursing commences at 17½ years.

Monsall Hospital (Infectious diseases, 600 beds), Newton Heath, Manchester, 10. (Training school for General Nursing Council's Certificate).

GENERAL TRAINED NURSES for one year's training for the G.N.C.'s certificate in fever nursing. Rushcliffe cash salary rate of £90 per annum.

STUDENT NURSES. Aged 17½ to 25 years. For two years' training for G.N.C.'s certificate in fever nursing.

Abergele Sanatorium (262 beds), Abergele, North Wales.

(Opportunity afforded for S.R. nurses to take Tuberculosis Association examination if desired).

GENERAL TRAINED NURSES for training for T.A. certificate.

STUDENT NURSES. Training given for the certificate of the Tuberculosis Association (Affiliated training school). Illustrated brochure from Matron.

Baguley Sanatorium (421 beds) near Altrincham, Cheshire.

(All candidates must have sound health)

WARD SISTERS. General trained.

STUDENT (PROBATIONER) NURSES Aged 18 years and over. Training given for the certificate of the Tuberculosis Association (Affiliated training school).

None of the following advertisements relate to a woman between 18 and 40 inclusive unless such a woman (a) has living with her a child of hers under the age of 14 or (b) is registered under the Blind Persons Act; or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

Crumpsall Hospital (Adult, general, 1,400 beds) Manchester, 8 (Complete Training School).

STAFF NURSES.

ASSISTANT NURSES (non-resident) for chronic sick ward

PUPIL HOUSEKEEPERS (two). Applicants must be State Registered Nurses. Six months' training. Annual salary £70.

Withington Hospital (Adult general, 1,150 beds). Manchester 20 (Complete training school).

STAFF NURSES.

ASSISTANT NURSES (resident or non-resident).

Booth Hall Hospital for Sick Children (760 beds), Blackley, Manchester 9. (Training school for nurses).

STAFF NURSES. There are vacancies for Staff Nurses who must hold the State Certificate for Sick Children's Nursing. Applicants who are also on the State Register for general training are appointed as Staff Nurses with a view to becoming Ward Sisters on proving suitable, as vacancies occur.

Monsall Hospital (Infectious diseases, 600 beds), Newton Heath, Manchester, 10 (Training school for General Nursing Council's Certificate).

STAFF NURSES. Fever trained.

Abergele Sanatorium (262 beds), Abergele, North Wales (opportunity afforded for S.R. nurses to take Tuberculosis Association examination if desired).

STAFF NURSES, S.R.N. or T.A. certificate.

Baguley Sanatorium (421 beds) near Altrincham, Cheshire:

(All candidates must have sound health)

ASSISTANT SISTERS. General trained. State registered.

STAFF NURSES. Must have T.A. Certificate.

ASSISTANT NURSES with two years' nursing experience.

Rose Hill Children's Convalescent Home, Northenden, Manchester (100 beds).

STAFF NURSES (two), S.R.N.

ASSISTANT NURSES (three).

Dr. Garrett Memorial Home (convalescent children, 150 beds), Morfa Drive, Conway, North Wales.

STAFF NURSES (two), R.S.C.N. or S.R.N., with children's experience.

ASSISTANT NURSES (two) with children's experience.

(319/4N)

WHITCHURCH COTTAGE HOSPITAL WHITCHURCH, SHROPSHIRE

Applications are invited for the post of **Matron** at the above hospital (14 beds).

Candidates must be fully trained and have had experience in administration and housekeeping. Theatreexperience is necessary and knowledge of Mobile X-ray an advantage.

Salary according to Rushcliffe scale. Forms of application may be obtained from the Secretary, 14, St. Mary's Street, Whitchurch, Salop. (955N)

CITY OF MANCHESTER.

CRUMPSALL HOSPITAL (1,400 BEDS)

(a) **Senior Warden** (lady) required for the Nurses' Home. Candidates must possess a qualification in social science or institutional management and have had previous experience as Warden in either University or College hostels, or in dealing with young girls. The person appointed will have charge of the Nurses Home, be responsible for the care of the bedrooms and the linen, see to the well-being of the nursing staff, help with social activities and supervise the serving of meals in the staff dining room. There are two assistant wardens, but the senior warden will have complete charge.

Cash salary £180 rising to £230 with full residential emoluments in addition.

(b) **Warden** (lady) to assist senior warden. It is desirable, but not essential that candi-

(continued in next column)

dates should have had previous experience in University or College hostels.

Cash salary £145 rising to £195 with full residential emoluments in addition.

Conditions of service for each appointment, similar to those recommended by the Rushcliffe Committee. Corporation Superannuation Scheme.

Applications are to be addressed to the Matron at Crumpsall Hospital, Manchester, 8, as soon as possible. (890N)

THURROCK URBAN DISTRICT COUNCIL ISOLATION AND EMERGENCY HOSPITAL

TRAINING SCHOOL FOR FEVERS

Deputy Matron required. Must be General and Fever Trained. A teaching qualification will be an advantage. Salary in accordance with the Rushcliffe Scale. Applications stating age, qualifications, experience, to be sent to the Clerk of the Council, Council Offices, Whitehall Lane, Grays, Essex, not later than November 18, 1944.

A. E. POOLE, Clerk of the Council.

30th October, 1944. (774N)

WESTMINSTER HOSPITAL, S.W.1

A **Junior Sister Tutor** required immediately. Must have held Ward Sister's posts and have taken a Sister Tutor's Certificate. Salary according to Rushcliffe Scale. Federated Superannuation Scheme in force. Apply to the Matron. (844N)

DEVON COUNTY COUNCIL.

PUBLIC ASSISTANCE DEPARTMENT.

Applications are invited for the following posts:—

Head Nurse, S.R.N., S.C.M., Totnes Institution. Salary £200/£260 per annum, rising £10 annually (Rushcliffe scale).

Matron's Assistant, Honiton Institution. Salary £75/£85 per annum, rising £5 annually.

Nurses, Bideford, Honiton, South Molton, Tavistock and Totnes Institutions:—

(a) **Senior Assistant Nurses,** £75/£95 per annum, rising £5 annually.

(b) **Assistant Nurses,** £57/10s to £65 per annum, rising £2 10s. 0d. annually.

Board, lodging and uniform provided.

Applications, on forms to be obtained from the Public Assistance Officer, "Felixwell," St. Thomas, Exeter, to be returned to him not later than November 23rd, 1944.

A. J. WITHYCOMBE,
Clerk of the Council.

(923N)

MANCHESTER ROYAL INFIRMARY

Applications are invited for the post of **Senior Sister Tutor** from State-registered Nurses holding a recognised Sister Tutor's Certificate. Salary according to Rushcliffe scale. Federated Superannuation scheme in force.

Applications, together with copies of three recent testimonials, should be forwarded to the Lady Superintendent of Nurses, Manchester Royal Infirmary, not later than September 30th, 1944. (522N)

CAMBORNE REDRUTH GENERAL HOSPITAL, REDRUTH, CORNWALL.

Applications are invited for the following posts:—

Sister Tutor. Candidates must have had at least one year's experience as Ward Sister. Hospital attached to Group Preliminary Training School.

Departmental Sister, in charge of Maternity Unit. Preference will be given to candidate holding the Midwifery Teaching Certificate and experience of a department. Rushcliffe scale in force. (618N)

COUNTY BOROUGH OF ROCHDALE

BIRCH HILL GENERAL HOSPITAL

(475 Beds)

Approved Training School

Sister Tutor, S.R.N. Candidates must possess recognised Sister Tutor's Certificate or similar qualification. Salary scale £230 per annum, rising by increments of £10 to £280 per annum, plus the usual residential emoluments valued at £12 per annum. Commencing salary will vary according to experience and service. Terms and conditions as Rushcliffe Award.

This appointment is designated under the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Forms of application may be obtained from, and must be returned to, the Medical Officer of Health, Public Health Offices, Rochdale, not later than the 30th November, 1944. (688N)

ST. LUKE'S MENTAL HOSPITAL, MIDDLESBROUGH

Applications are invited for the appointment of **Sister Tutor** at the above Hospital.

Candidates must be State-registered nurses and hold a mental nursing certificate, together with that of Sister Tutor granted by one of the authorities specified in the Report of the Rushcliffe Nurses' Salaries Committee.

The salary will be £230 per annum, rising by £10 annually to a maximum of £280 with emoluments valued £120.

The appointment will be non-resident, and subject to the provisions of the Asylum Officers' Superannuation Act, 1909. The successful candidate will be required to pass satisfactorily a medical examination.

Applications, with three testimonials, or references, should be submitted to the Medical Superintendent, St. Luke's Mental Hospital, Middlesbrough, immediately. (838N)

COUNTY MENTAL HOSPITAL, WHITTINGHAM NEAR PRESTON, LANCS.

Applications are invited for the appointment of **Sister Tutor** at the above Hospital. Candidates must be State-registered nurses and, in addition, must hold a Mental Nursing Certificate. Commencing salary £215 per annum, rising by annual increments of £10 to £265. (If qualified in accordance with the Rushcliffe Scale, £230 by £10 to £280.) Board, residence, laundry and use of uniform are provided in addition, valued for superannuation purposes at £120 per annum. The successful candidate will be required to take up appointment on the 8th January, 1945. The appointment is subject to the provisions of the Asylums Officers Superannuation Act, 1909, and to a satisfactory medical examination. It is subject to one month's notice on either side. Applications stating age, qualifications and experience, together with copies of two recent testimonials to be addressed to the Medical Superintendent, and to be received not later than 30th November. (843N)

CLASSIFIED ADVERTISEMENTS CONTINUED ON PAGE IX

GOODWILL

The Hospitals and Public Institutions of this country have done nobly. The permanent crusade has not abated in force yet war demands have been met. Because Stethos House is enthused by the pioneer spirit and by personal knowledge, its service is appreciated by harassed matrons and superintendents. Hampered by regulations and control, the management and staff together have done their best to maintain the integrity of that service and that quality which is the asset of Stethos House. The services of experts are still available to solve problems of hospital textile supply and uniforms and theatre equipment. Our ambition is to emerge from the war with undiminished goodwill.

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Endorsed by the Medical Profession

Angier's has been prescribed by the medical profession and used in the hospitals for over fifty years. The most perfect and most palatable of all Emulsions, Angier's agrees with delicate, sensitive stomachs, even when prepared foods are rejected. Soothing to the entire mucous tract, a great aid to digestion and an invaluable tonic and restorative, it is a recognised treatment for certain bronchial affections, digestive and bowel disorders.

An absolutely perfect emulsion, Angier's is presented in a form pleasing to the taste, and acceptable to the most fastidious. Moreover, it can be administered to advantage in conjunction with other remedies, such as salol, aspirin, bismuth, etc. Angier's is made with petroleum specially purified for internal use. It is the original petroleum emulsion, the result of many years of careful research and experiment. It is equally useful for adults and children.

THE ANGIER CHEMICAL COMPANY, LTD., 86, CLERKENWELL RD., LONDON, E.C.1.

ANGIER'S
Emulsion

JOURNAL OF THE ROYAL COLLEGE OF NURSING

Nursing Times

VOL. XL. No. 46 SATURDAY, NOVEMBER 11, 1944

EDITOR: MISS K. F. ARMSTRONG, S.R.N., S.C.M., DIPLOMA IN NURSING, LONDON UNIVERSITY

Nurses' Opinions

THIS week the *Nursing Times* contains a draft of the memorandum which has been prepared by Frances Goodall, O.B.E., S.R.N., General Secretary to the Royal College of Nursing, and Hilary Blair Fish, S.R.N., the Joint Secretaries of the Horder Reconstruction Committee, on the Government White Paper on the National Health Service. This memorandum contains suggestions made by the various Branches of the College which have discussed the White Paper, and has been approved by the Council of the Royal College of Nursing. It is now being distributed for discussion among the Branches and will be presented to the Minister of Health at the Conference on Monday 29, when he will be the chief speaker. It is at present only a draft, and as such is capable of modification, but the Branches will be asked to approve it at a conference on the morning of November 29, before it is presented to the Minister.

The memorandum expresses the disappointment which the nursing profession have felt in the White Paper—although they fully support the idea behind it: from the patient's point of view they deprecate the fact that the so-called 'Health Service' is in reality, largely a medical service, providing the people with medical and nursing care in the home and in the hospital—a curative and not a preventive service—a service which will give the patient opportunity to recover his health when he has already lost it: they would like to see the service prevent him from losing his health and the health centre something which will keep the people well and not merely a centre of group medical practice.

From the nurses point of view they regret that the importance of the nursing aspects appears to have been overlooked and that nursing is scarcely mentioned apart from a scanty reference to the provision of a home nursing service, although an adequate nursing service within the hospitals is one of the things which the Minister of Health has not been able to provide in the past, and will find it most difficult to provide in the future.

So vast and difficult is the problem of obtaining a satisfactory nursing and midwifery service to meet the need of every field of work that the memorandum asks for a National Advisory Council on Nursing and Midwifery. This is not allowed for in the original plans of the White Paper. There is to be a Central Health Services Council which will consist predominantly of medical men but will contain hospital administrators, members of the nursing profession, physiotherapists, dentists, radiographers and other auxiliary services. There will also be sub-committees of this council with co-opted experts, and here nursing and midwifery might be fitted in to the present plan. This pattern does not appeal to the nursing profession for two reasons. In the first place nursing plays so large a part in the recovery of the patient that nurses feel that its importance should be recognized, that the profession should be regarded as parallel to and not ancillary to the profession of medicine, and that the Government should accept the responsibility of securing an adequate nursing service for every sick person as well as an adequate medical service. With this end in view, the Government must help to attract larger numbers of intelligent women into the nursing profession and this it will not do unless nurses are encouraged and assisted in the direction of professional matters. If advice on nursing matters is to be given by a Council made up predominantly of medical men, who have only an observer's knowledge of the nursing profession, its difficulties and its needs, the advice will not be as satisfactory as it ought to be. Even though there be a sub-committee on nursing and midwifery matters, on which there might be a preponderance of nurses and midwives, it cannot have the usefulness of an advisory council composed predominantly of nurses and midwives with direct contact and close association with the executive officers of the Ministry. This is what is wanted if the nursing and midwifery profession and their problems are to be satisfactorily handled by the Ministry in the future.

The memorandum details how this Council shall be constituted: the personnel suggested is the *nursing and midwifery representatives* on the Central Health Services, *representatives* of various nursing and midwifery interests appointed by the Minister, *nominees* of the chief professional organizations in **proportion to membership**, and the *chief officials* of the Division of Nursing at the Ministry of Health and the *chief nursing officers* of others Ministries.

This is a compromise between the suggestion with regard to the Central Health Services Council by the Minister that he shall appoint all the members, medical, dental, nursing and of other auxiliary professions, and of the doctors that they shall elect the medical representatives to ensure that the Council does not consist solely of 'yes-men': as this is a country of compromise and the whole spirit of the White Paper is a spirit of compromise, perhaps the Minister will accept it.

Some may be a little chary of the 'general support' which the memorandum gives to the White Paper's suggestion of placing

Children's Hour: Miss Florence Horsbrugh, Parliamentary Secretary to the Ministry of Health, makes friends with a small patient at the Royal Liverpool Children's Hospital: next to her is Miss I. I. Clieve, matron

Left : battle against climate : on the Burma front the Army has to fight not only the Japanese but one of the worst climates in the world. Ambulance trains with special air-conditioned coaches carry the wounded on their way back to base. Miss E. M. Walker, sister, taking a patient's pulse. Above : at the Club : the Duchess of Kent enjoying a joke with New Zealand Nursing Sisters during her visit to the residential club run by the Women's Voluntary Service for women officers of British and Allied Forces at Gloucester Square, W.2.

the responsibility for planning and administering the health services locally entirely in the hands of the local authorities, through the new Joint Authority Boards. These will consist only of representatives of the major local authorities, i.e., the County and County Borough Councils, and will have Local Advisory Health Services Councils. The White Paper suggests that the Joint Authorities who plan should consist of the elected County Councillors and County Borough Councillors only, with the medical, hospital, nursing and other experts serving on the advisory councils. With local government in its present stage of development, some may feel that liaison between the planners and the advisers is desirable and that experts should always be present to interpret the advice of the local advisory council to the laymen while the plans are being made. It is not a nursing problem to any great extent, but it may have important repercussions in the nursing world if there is no medical, nursing or hospital representation on the Joint Authority Board.

The memorandum asks that the Minister shall promote the wider basic training of nurses and the giving of educational grants for the training of nurses to training schools to facilitate improvements in nurse education. These should prove invaluable in meeting some of the greatest deterents to nurse recruitment. It also suggests inspection of the hospitals by nurses to ensure satisfactory standards for the health care and welfare of nurses, suitable dietaries, and sound nursing techniques. This inspection is not meant to and should not replace the educational inspection by the General Nursing Council, suggested by the Horder Nursing Reconstruction Committee. Each body should have its special field of inspection ; both should be encouraged to inspect with a view to improvement of conditions and have the support of Ministry.

✦ ✦ ✦

Considerable space is devoted to the domiciliary nursing service since this is a nursing matter with which the White Paper deals, and the proposals involve extension of a service which has never attracted a sufficiency of nursing recruits to deal easily with the more limited service now available. If there is to be such a service for all who need it—including a 24 hour service for a few days in critical cases too ill to remove to hospital—there will need to be development here, and the good service already available through the Queen's Institute and District Nursing Associations should be expanded.

Every College member should study the memorandum : copies will be available from headquarters, price 2d., 2½d. post free. Branches will hold meetings to debate it. Every member should try to attend them, so that the Branch meeting on the morning of Wednesday, November 29 can *really mirror the considered opinion of College members throughout the country.*

Topical Notes

When is a Change Not a Change?

In reply to a question in the House of Commons Sir James Grigg, Secretary for War, said that nursing sisters had a five-year period of service abroad because of the lack of nursing sisters in this country to replace them. He paid tribute to all those who carried out without complaint such prolonged and arduous duties overseas, many of whom volunteered when brought back, for further service abroad. Sir James said he would consider Mr. Hogg's suggestion of cross posting between overseas theatres of war. We hope he will agree to this idea because not only are certain theatres particularly arduous in the usual sense of the word but the loneliness, climate, or position of some places may lead to mental or physical discomfort, if not disease, which a real change might prevent. We believe there are frequent changes ; the only complaint we have ever heard was of transference from one of the remotest, loneliest spots to another of an equal reputation.

Priority Sheets

One of the reasons why mothers choose to be delivered in hospital rather than at home is the lack of sheets and as a result the Minister of Health and the Board of Trade have come to an arrangement to issue priority dockets to entitle mothers to purchase from one to three sheets, *if the midwife booked for the case certifies that she is genuinely in need of them.* Information concerning this concession is contained in Circular 154/44, which optimistically states 'In most cases one pair will probably be sufficient, but in no cases should more than three sheets be allowed to any purchaser.' Priority dockets for purchase of the sheets should, the Minister suggests, be distributed by the Welfare Authorities to purchasers presenting certificates issued by midwives. The sheets will be sold at the controlled price free of Purchase Tax. This will, however, not help the mothers' 'domestic help' problem.

Between the Battles

War on the modern scale is so full of spectacular happenings that the day-to-day heroism of routine workers between the battles is apt to get less than its due share of credit. Never before has the care of the wounded been so important or risen to so high a pitch of efficiency as to-day. The excellent standard that treatment has reached and the high recovery rate of serious casualties—almost 100% effective—was one of the points made by Lt. General Sir A. Hood, Director General of Army Medical Services, when he visited the York Military Hospital during a recent tour of Northern Command. Nor has the nursing profession ever before shared to the same degree in the dangers of our fighting men. We have only to think of the hospitals that have carried on with no thought of personal safety through the years of bombing to realise how true this is. It is the boast of St. Thomas's that, in spite of the fact

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that many of the wards were gutted and destroyed, the hospital never closed its doors and not a single patient was lost. What such a boast means in unrecorded heroism we can only guess. In every theatre of war these little half-told incidents come to light and give a glimpse into the devoted service that goes on unknown and unsung from day to day. The Little Sisters of the Assumption who returned to Brest to nurse the wounded after the convent had been burnt down, eight of whom were killed when an ammunition store " blew up " ; the nurses who worked on in Malay until the Japanese arrived and now in France and Holland ; every campaign has its own story of courage and devotion to duty. When the great fleet sailed for France on D-Day, the medical and nursing services went with it. In one infantry landing craft two Q.A. sisters crossed over and set to work straight away in an old chateau near Caen. Two days later the rest of the unit arrived, but that night their roof was blown off. For the next few weeks they slept in a slit trench. Now they are installed in an advanced field hospital within sound of the guns, housed in a one-time Dutch boys' school. The familiar scarlet and grey has been laid aside. They dress to the occasion in battle dress and trousers with an apron tied over while they are actually dressing wounds. There are 600 beds and they are full up all the time with wounded of any nationality brought straight from the front line. No one is refused, even civilians, if they have nowhere else to go.

A Sign of the Times

THE new Department of Child Health, opened by Miss Florence Horsbrugh on October 20 at the University of Liverpool, is a significant example of the new realistion of the need of collaboration in all phases of life, which is one item on the credit side of our war account. In the past the fact that those responsible for the curative and the preventive sides of child health carried on their work in almost complete independence of each other, has prevented the best results being obtained by either. The new department, which owes its inauguration to the combined efforts of the university, the city council and the voluntary hospitals, is aimed at throwing off this isolationist attitude and welding doctors, school medical services and welfare services into a single team with a common pool of knowledge and resources. The new Professor of Child Health will have his headquarters at the Alder Hey Hospital, a municipal hospital with beds for 950 children, and facilities for teaching and research. The Royal Liverpool Children's Hospital and the Liverpool Maternity Hospital will also make their contribution. The Department will train undergraduates, post-graduates, hospital nurses, health visitors and social workers in the care of children.

Other Ventures

LIVERPOOL is not the first of our universities to have a Chair on Paediatrics. The Edinburgh University Department in Child Life and Health dates from 1931, and has recently received a grant for research in infant problems. Durham University opened a department in 1943, and the Nuffield Foundation recently made a gift of £100,000 to found a Chair at the London University. Plans for this latter are still in the making, but with the example and experience of what has already been done and the exceptional opportunities the capital can provide, there should be great progress in this most important new field.

AN APPRECIATION:

Miss RACHAEL ANNIE COX-DAVIES, C.B.E., R.R.C. and Bar

Right: *Miss R. Cox-Davies at her desk*

NEITHER the impressive memorial service held on Friday, November 3, at St. Alban's Chapel, Holborn, nor any words of ours can do justice to Rachael Annie Cox-Davies, C.B.E., R.R.C. and Bar, Lady of Grace, Order of St. John of Jerusalem, whose death we reported last week. Miss Cox-Davies was a native of Wales : she began her training at St. Bartholomew's Hospital, in 1893, remained at her training school to become night sister in 1896 and Ward Sister in 1898, and only left it to go out to South Africa to nurse the wounded in the Boer War. On her return to this country she quickly won promotion being successively matron of the Royal Devon and Exeter Hospital, the New Hospital for Women, Soho, and the Royal Free Hospital, where she held this position for 17 years, till she retired from hospital work in 1922. During this period the hospital, already a training school for nurses when she was appointed, increased in size and reputation : throughout the first Great War, Miss Cox-Davies, as a member of the Territorial Army Nursing Service, was also matron of the First London General Hospital—a temporary hospital of about 1,000 beds, established in Myatt's Park, Camberwell, for Service cases.

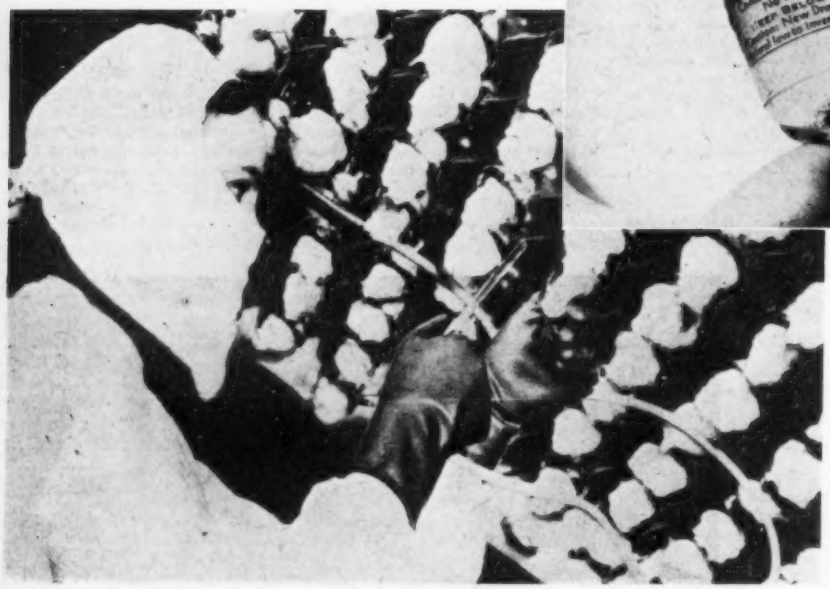
Miss R. A. Cox-Davies (right) with Miss Pretty at Portland Hospital, South Africa, in the Boer War

Throughout her matronship, Miss Cox-Davies took a wide interest in nursing affairs outside her own hospital. She was a firm supporter of the Royal College of Nursing from the beginning and helped to frame its educational policy. With Dame Alicia Lloyd-Still, she was the moving spirit in promoting the Association of Hospital Matrons in 1919, when the passing of the Nurses Registration Act was taking place, and the future of the State-registered nurse was at stake. She served as Hon. Secretary to the Association from its inception till 1941, always looking to the future, carefully watching the press and the public platform, and taking every opportunity of promoting and protecting the interests of nurses and nursing. Because of her wide experience, her sound judgement and her outstanding ability, she was one of those appointed to the first General Nursing Council and, in spite of her age, held her seat by election to the end of her life on account of her unique reputation. In the same way she was a member of the Council of the Royal College of Nursing up to the time of her death, and for three years its President, and for a time a director of the National Council of Nurses ; she had an international reputation because of the active part she took in the proceedings of the International Council of Nurses, attending their congresses in all parts of the world. She was associated with the foundation of the Cowdray Club in collaboration with Sir Cowper Perry and Lady Cowdray and was a member of its council from its inception ; she was in part instrumental in securing the fine headquarters of the Royal College of Nursing.

The help that she has given to the nursing profession through her public work is incalculable. She was an excellent speaker, with a sense of humour. Her shrewd common sense and intelligent grasp of relative importance and values made her a valuable member of any committee, and a first class advocate for her cause on any deputation : and she served on many.

She remained active in the interests of the nursing profession until the time of her death, through the twenty-two years of her retirement. She gave her life unstintingly to nursing ; nursing was her life, and is the richer for her life.

PENICILLIN IN OPHTHALMOLOGY



By Squadron-Leader
G. T. WILLOUGHBY CASHELL,
M.B., B.S. (Lond.), F.R.C.S. (Ed.),
Ophthalmic Specialist, R.A.F.

Stages in the production of penicillin at an American laboratory: **Left :** *inoculating sterile cultures with seed spores of penicillin notatum.* **Above:** *flasks containing fungus-growth rich in penicillin. Finally the liquid penicillin is frozen and reduced to powder for shipping*

PENICILLIN is a substance which is extremely valuable on account of its properties in combating infections with pathogenic organisms. A great deal has been written about it recently, both in the medical and in the lay press and the purpose of this short communication is to draw attention to its value in ophthalmic practice.

Penicillin has the following characteristics :—(1) it is an effective bacteriostatic agent ; (2) it has no local or systemic toxic effects; (3) its action is unhindered in the presence of serum, pus or blood ; (4) it is absorbed from raw surfaces ; (5) it is rapidly excreted in the urine after injection ; (6) it is destroyed by heat, acids, alkalis, alcohol and heavy metals ; (7) it cannot be used by mouth, as it is destroyed by certain intestinal ferments.

Penicillin is supplied in the form of a sodium or calcium salt. The former is very hygroscopic and less stable. It is made up as a powder or in tablets and should be kept in a refrigerator at 3° Centigrade. When required for treatment small quantities are made up in solution but in this form it rapidly deteriorates and should not be kept more than seven days. When retained in solution it should be kept frozen. It becomes easily contaminated by organisms against which it has no action and therefore must be treated with all aseptic precautions.

Penicillin Treatment

(1) **Method of Application.**—Penicillin is admirably suited for surface application and it is essential that, for penicillin to be effective, it should gain access to all parts of the infected surface. The organisms causing the infection must be sensitive to its action. Since the conjunctival sac, lid margins and lachrymal apparatus are all easily reached by the application of drops into the eye, the principles mentioned above are readily fulfilled and therefore penicillin is ideal for use in ophthalmic work.

(2) **Strength and Dosage.**—Penicillin is used in the form of :—(a) drops made up in a strength of 500 Oxford units per c.cm., the powder or tablets being dissolved in sterile distilled water; (b) ointment, 100 Oxford units per gram made up in lanette wax (SX quality), soft paraffin and water.

Penicillin should be applied to the eye in the majority of cases three times a day but in severe and acute infections, including those due to injury, drops should be inserted every hour until the infection is well controlled.

(3) **Sensitivity of susceptible organisms.**—In treating any case with penicillin it is important to ascertain the organism present which is causing the infection and in all ocular infections a preliminary culture is taken before treatment is commenced. The culture is grown in nutrient broth and later on blood agar. It is possible to test the sensitivity of the organism to penicillin by growing it *in vitro* on a standard culture plate in comparison with a strain of known sensitivity. Briefly the test is to inoculate a standard culture plate with the organism and bore holes in the centre of the agar into which are placed drops of penicillin. If the organism is sensitive, zones of inhibited growth will appear round these holes. Organisms which are sensitive to penicillin are the staphylococcus pyogenes, the streptococcus pyogenes, the pneumococcus, the gonococcus, the meningococcus and the gas gangrene group. It has no action against the bacillus proteus, pyocyanea, coli-typhoid-dysentery group, brucella, haemophilus, non-haemolytic streptococcus and tubercle bacillus.

(4) **Activity of Penicillin.**—It has been ascertained by experiment that penicillin drops remain potent for four hours in the conjunctival sac and that the ointment remains potent for six hours. It would seem therefore that frequent applications of the drug in acute cases are indicated.

Types of Cases Suitable for Treatment

A variety of types of eye injury and inflammation respond to treatment with penicillin :

(1) **Acute conjunctivitis and blepharitis** react well to penicillin and cases rapidly show improvement. In such cases where there is an associated eczematous condition of the skin round the lids and on the face this also reacts rapidly to the application of the drug. A complete cure can be affected in five days.

(2) **Chronic blepharitis** also reacts well to penicillin and it is possible to clear up cases which have had infections of the lid margins persisting for a period of years with a short course of penicillin treatment. Although cases of relapse amongst very chronic ones have been reported, a cure can be effected in the majority in two weeks.

(3) **Corneal ulceration** of the type associated with conjunctival

infections, the marginal ulcers and superficial keratitis react favourably to penicillin. The ulcers are usually healed in ten days. For the herpetic type of ulceration and marginal keratitis, penicillin does not appear to be effective.

(4) **Cases of injury.**—There is no doubt that in these cases penicillin is of great value in the treatment of the injured eye or eyelids. Infected perforating wounds of the cornea can be cleaned and heal rapidly under treatment. In such cases it is possible to irrigate the anterior chamber with the drug without any deleterious effect on the eye. Hypopyon when present disappears rapidly, and thus the threat of panophthalmitis is removed. Wounds of the eyelids and conjunctiva which become infected also respond to treatment and it is of great value in keeping the conjunctival sac clean and preventing corneal infection in cases of facial burns. Infected sockets after excision of the eye due to injury react well to penicillin.

(5) **Dacryocystitis.**—This reacts well. Cases with a chronic infection of the lachrymal sac penicillin will clear up the condition rapidly and it has been found invaluable in producing a sterile sac before operations such as dacryocystorhinostomy.

It is now considered that penicillin is of such value in producing a sterile conjunctival sac that it could well be used as a routine preliminary to intraocular operations. It should undoubtedly be used in all cases of burns or ocular injuries including any damage to the cornea by foreign bodies or abrasions. It would also be of value in routine post-operative treatment.

Conclusion

There is no doubt that penicillin now holds an important place in the sphere of ocular therapeutics. We have here a drug which has no harmful effects on the eye and which is a very effective bacteriostatic and as such is ideal in the treatment of ocular infections. It is of special value in preventing or controlling infection in the injured eye, in pre-operative or post-operative conditions, in acute surface infections and chronic lid conditions.

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For the Student Nurse

Answers to State Examination Questions

By the Sister Tutor Section, Royal College of Nursing

NURSING

QUESTION I.—*Why is the cleanliness of a patient's mouth so important? What methods would you adopt to attain this end?*

During illness, especially when the patient is unable to take solid food, the mouth is liable to become foetid and the tongue dry and furred, causing much discomfort to the patient. This condition occurs frequently and, when once established, the response to treatment is very slow. Though usually preventable, it is inevitable in some conditions. The patient with a dirty mouth has no appetite for food, therefore little nourishment is taken, and, however appetising the food may be, there is constant complaint of an unpleasant taste. Under such conditions it is difficult to persuade the patient to take sufficient nourishment to maintain the general health and so the digestive system will be impaired, because the enjoyment of food stimulates the flow of the gastric juices. Consequently, the patient is likely to suffer from nausea and indigestion, or he may vomit, after the lightest meal.

A dirty mouth is an ideal site for bacterial infection, which may cause dangerous complications, such as parotitis which is due to the spread of infection to the salivary glands; or organisms may be inhaled into the respiratory tract, resulting in pneumonia. The patient may be aware of the unpleasantness of foetid breath, and this condition prevents the enjoyment of visitors. It makes treatment more difficult, because he knows it is unpleasant for the nurse. If a clean and healthy condition of the mouth can be maintained during illness, the patient will be saved much discomfort and pain, and he will be more likely to make a speedy recovery.

Methods of treating the mouth during illness

The routine treatment, which patients must carry out for themselves, night and morning, is the regular cleansing of the teeth, followed by thorough rinsing of the mouth with a suitable antiseptic lotion such as glycothymoline. Patients wearing dentures should be encouraged to leave them out for the night. Provided solid food and fluid (3 to 4 pints in 24 hours) are taken, and the general health of the patient is maintained, the above treatment should be sufficient to keep the mouth in good condition. In some cases such as, typhoid fever, peritonitis, it may be necessary to repeat this routine treatment at four-hourly intervals during the day.

Patients who are unable to take solid food should receive attention to the mouth before and after each feed, in addition to the four-hourly treatments. Acid drops and chewing gum may be given to such patients, to stimulate the flow of saliva which is an excellent natural mouthwash. It should be pointed out to the patient that the mouth should be kept closed to prevent excessive dryness, and, if necessary, the lower jaw may be supported by applying a light bandage for the night.

The very ill and helpless patients need to have their mouths cleaned for them, at frequent intervals, by the nurse. For this purpose a toothbrush is dipped in warm solution of soda bicarbonate, 1 teaspoonful to a pint, and is used for cleaning the teeth and for removing fur from the tongue. Care must be taken to avoid touching the sensitive area at the back of the mouth which may make the patient retch. The vestibule of the mouth and the gums may be cleaned with cotton wool swabs, applied to the end of wooden sticks, or held by clip forceps and soaked in the solution. The swabbing is continued until the mouth is rendered as clean as possible and then the patient may be given a mouth wash, if his condition allows. Diluted lemon juice or hydrogen peroxide, if obtainable, are good alternatives to soda bicarbonate solution. Lanoline or vaseline should be applied to the lips if they are dry. When dentures are removed they should be carefully cleaned and kept in antiseptic lotion.

FIRST AID

QUESTION I.—*A child has been removed from a static water tank. What first aid treatment would you give pending the doctor's arrival?*

The most necessary immediate treatment for a child who has been rescued from a static water tank, is to clear the air passages, then to start artificial respiration and to send for a doctor.

To clear the air passages, the child should be held upside down, for a few moments, to allow the water to flow out of the lungs. The mouth and nose should be cleared of mud and slime, with a handkerchief or any available material, and the tongue pulled forward. Any tight clothing must be loosened and the child should be then laid on a rug or coat in the prone position, with the head to one side and lower than the feet, if there is sloping ground nearby.

The object of artificial respiration is to exert pressure upon the abdominal organs and, in this way, cause movement of the diaphragm. Schafer's method is performed by kneeling beside the patient and placing the hands, with the fingers closed and the thumbs and wrists close together over his loins. Pressure is applied and relaxed rhythmically at the rate of 12 to 16 times a minute. The operator alternately leans forward from the knees, throwing his weight on the arms with the elbows straight, and then, sits back on his heels relaxing the pressure on the patient. The operator must count five slowly during each artificial respiration. To ensure slow counting it is a good plan to count in thousands, 'one thousand, two thousand, three thousand . . .' as time moves slowly in a crisis. This process is continued until breathing has been resumed. It is carried out most effectively by a team of three, as it is not possible for one person to continue for more than ten minutes without a rest. Simple instructions should be given to two onlookers, who, even though without previous experience, would then be able to make up a satisfactory team. When natural breathing starts artificial respiration must be stopped, but the operator should remain in position and observe the child carefully, in case his breathing ceases again.

The child's pulse rate must be taken at frequent intervals and a record kept. Onlookers may be sent for warm clothing, and the child's wet garments must be removed as soon as possible, and every effort made to keep him warm. Circulation might be stimulated by massage to the limbs. When breathing has been re-established the child will require rest and warmth. The occupant of a nearby house, or the child's parents, if the accident occurred near his home, should be asked to prepare a warm drink such as tea, with sugar and milk, and to have warm clothing and

(*Continued on page* 777)

AMERICA AND BRITAIN PAY TRIBUTE

— a visit to Florence Nightingale's Home and Grave

Lieuts. C. C. Dawson and J. Coffey lay a wreath on Florence Nightingale's grave at East Wellow

ON Saturday, November 4, 1944, exactly 90 years after Miss Florence Nightingale arrived at Scutari, a pilgrimage was made to her grave in East Wellow Churchyard, and to her home at Embley Park, by American doctors, members of the U.S. Army Nurse Corps and the American Red Cross representing the following units: the 34th, 79th, 104th and 158th, General Hospitals, and the 110th Station Hospital, and others invited by the British Council and the U.S. Army.

At 2.15 p.m., the assembly took place at the entrance to the churchyard, and introductions were made. Everyone was given a folder containing a short account of Florence Nightingale's life, and spaces for the signatures of those present, these were soon filled up, and effected an easy means of self-introduction, so that an informal, friendly atmosphere was at once established.

At 2.30 p.m., the party moved slowly forward towards the graveside. It was a perfect afternoon and in this quiet spot among lovely country, glorious in its autumn colouring, it seemed a fitting tribute to this great lady that nurses and doctors, who had crossed the Pacific Ocean to care for sick and wounded soldiers, should gather at her grave in the midst of this World War, and pledge themselves to carry on the work as she would have it done.

An Inspiration to Nursing

The short and simple ceremony commenced with a prayer by Chaplain Dwight Bennett of the 34th General Hospital. A tribute was then paid to Florence Nightingale by Major Weenschrier, U.S. Army Nurse Corps, who said:

"It is an honour and a privilege to take part in a pilgrimage such as this to pay honour to the memory of Florence Nightingale, whose name is revered by all members of the nursing profession, regardless of their nationality. Pictures of this noble woman who relinquished a life of ease and refined luxury to devote herself to the service of the sick and injured, at a time when such a profession was considered a peculiarly disreputable one, were a source of inspiration to nurses all over the world for nearly a century.

"To Army nurses especially is her greatest appeal, for her efforts in British military hospitals marked the beginning of her life's work. To-day marks the 90th anniversary of her arrival at Scutari, commissioned by the British Government to establish for the first time an organized nursing service in military hospitals. On that day Army nursing was born. The rate of mortality fell in 6 months from 42 per cent. to less than 3 per cent., an almost unbelievable achievement.

"We rejoice with you in the heritage handed down to all of us. We have endeavoured, and we shall continue to endeavour, to carry on in a fitting manner the great work in which she was the pioneer.

"We shall be happy and content if, when our work in this great struggle is complete, we can say 'Florence Nightingale, we have kept the faith'."

Miss A. Mackay, representing the Royal College of Nursing, then paid her tribute in which she said: "On this 90th anniversary of the landing of Florence Nightingale with a party of 40 nurses in the Crimea, I, as a member of the Royal College of Nursing, have the honour to speak in some little way of what our profession owes to this wonderful woman. In face of bitter opposition Miss Nightingale held to her purpose unswervingly, showing great vision, and marvellous organizing ability.

"Her first great achievement was of organizing military hospital management. She was the inspirer and instigator of plans and reforms, and opened to women a worthy occupation and new profession based on proved public usefulness in the highest sense of the word.

The First Training School

"Miss Nightingale had a clear policy in her mind. Experience showed the impossibility of making good nurses, skilled in practice, without including a good deal of theory and written work. So, when a movement sprang up for marking in some public manner the Nation's gratitude for her work in the Crimea, the Fund raised was given to enable Miss Nightingale to establish and control a school for Nurses.

In June, 1860, the first probationers were admitted to the Nightingale School at St. Thomas' Hospital. From there came the first supply of trained nurses to other hospitals and other countries.

"As time went on courses for nurses improved and increased, and examinations were made more regular and searching.

"Miss Nightingale was the founder of modern nursing. Through her power to communicate devotion, she was able to give nursing a vast impetus and to lift it out of the rut of unskilled employment".

Lieut. C. C. Dawson and Lieut. Jean Coffey, two U.S. Army Nurses, next laid a wreath of red and white chrysanthemums on the grave. The Rev. R. J. A. Simmons, Vicar of East Wellow, concluded the ceremony with a prayer, for which he chose the Collect for All Saints Day.

The visitors next visited the beautiful little church, and then proceeded by car to Embley Park. Everyone was greatly impressed by the dignified old house, standing in beautiful grounds, surrounded by perfect country. Mrs. Crosfield, the present owner, extended a very gracious welcome to everyone. Some very interesting relics had kindly been lent for the occasion, and were displayed. These included photographs; a cross belt, as worn by the nurses at Scutari; a facsimile of one of Miss Nightingale's annual messages written to nurses training at St. Thomas' Hospital; and two original requisitions for stores of clothing, signed by Florence Nightingale.

From the library windows everyone admired the perfect view. To the left is a magnificent cedar tree under which Florence Nightingale used to sit when it was fine, and away to the left, surrounded by trees lies a lake, on which swans could be seen. A door concealed among bookshelves leads to her sitting room. Next her bedroom was visited. It is right away at the top of the house, reached by a narrow staircase, but with a lovely and extensive view from the windows. Most of the visitors then walked up a beautiful path in the garden to a seat said to be a "wishing seat"; it is said that nurses of every nationality have sat on it during visits made by parties of nurses before the War.

The party then proceeded to Romsey, where they were welcomed to tea at the Town Hall by the Mayor, Mr. R. C. Chambers. Tea was provided here and the table was decorated with chrysanthemums. In the centre lay the crossed maces, and the Mayor's Chain of Office.

Before the party dispersed a message of appreciation was given on behalf of the American nurses and doctors. To this the Mayor of Romsey replied, and he was followed by the Countess of Malmesbury, both of whom expressed the hope that in the days to come this day would always be remembered by those present. It would indeed be an occasion difficult to forget.

E. M. H.

The scene at Florence Nightingale's graveside in East Wellow Churchyard

Miss Mackay, Matron of the Royal Hampshire Hospital, pays homage for Britain

Embley Park, home of Florence Nightingale as the visitors saw it

WITH PEN AND BRUSH

—a Q.A. reports

1.—*Ready for Off!*

Text and Drawings by
PATRICIA E. MOODY, S.R.N.

The tremendous successes in France, Russia and Italy almost entirely monopolize our thoughts these days, and so it is with some misgiving that I embark on a few reminiscences of the North African campaign. Many readers will quite justifiably think to themselves—'What has she got to write about ; it's only what we've all done.' I agree, and it is only the very ordinary everyday happenings familiar to so many of us that I am rambling on about.

We're ready for off ! Oh, the magic of that ungrammatical sentence when a unit is waiting to go overseas. It seems as if the time will never come, but eventually the great day dawns . . . an ambulance door slams, gears crash into place and we are off. A sense of unreality persists about the train journey, the sea voyage and the final disembarkation as if it were all a dream, but how strange everything is.

Above : *A temporary "home"—"Up the Line" in North Africa*

Below : *the inevitable washing was hanging out*

UNDER CANVAS

To my mind one of the chief joys of being overseas on active service is living in a tent. Never shall I forget the day that we arrived at our tented hospital far 'up the line.' On arrival at the local station after a fairly long journey by train we were packed into 'three tonner' lorries alongside our precious luggage (anyone who has been overseas knows that without it one would be about as much good as a Quartermaster without his stores) and eventually tumbled out to view our new quarters. The grass was growing high inside our tents and yet it did not strike us as being anything unusual, and 'ere long we had our 'homes' rigged up and quite shipshape. Next day it really seemed as if we had been there all our lives ; the inevitable washing was hanging out, tea-making was in progress and at mid-day the sisters went on duty with the utmost confidence and self-assurance as if they had been working in a tented ward all their lives. Very interesting work it was too, needing all one's powers of ingenuity and improvization.

Below : *A cup of tea after duty in the tent*

A SECRET VICE

Tea is, we know, considered to be the secret vice of most nurses, but I have never known it to taste so good as it did in those evenings after duty in a hundred-and-sixty-pounder ridge tent ; (even better than the surreptitious cup hastily sipped behind the door when Sister has gone to supper) the darkness outside, and the warm light of the hurricane lamp combined to make it all so cosy and comfortable, and everyone talking their heads off. It was the usual chatter and gossip of a congregation of women. . . . . "So I said 'You've had it,' Captain Smith, if that is what you think' . . ." "If I've told that Orderly once I've told him a thousand times. . . ." "Have you heard the latest rumour that we are moving out next month ? . . . "Sugar ?" . . . "No, thanks,—and I told Matron that I had had only one late pass this week. . ." "I can't understand her. Personally I wouldn't have him wrapped up in banknotes."

Oh, it was a great life and no mistake.

Next week : Decorating Night

Rich in Vitamins and Valuable Mineral Salts

Vegetables should be cooked carefully with attention to detail to preserve their vital protective elements

THE GOOD COOKING OF VEGETABLES

By P. L. GARBUTT, A.I.C.

Principal of Good Housekeeping Institute

Pictures by courtesy of the Ministry of Food.

SINCE the high nutritional value of vegetables has been more generally recognized, attention has been directed to the low standard of vegetable cookery prevailing in this country. I think this is largely due to the fact that for so long it has been assumed that any unskilled underling could deal with the vegetables and, in all hospitals and other large establishments, the cooking of vegetables has been considered one of the most menial tasks.

Vegetable cookery of the highest order is never complicated, but it does demand knowledge and attention to detail—to careful timing, draining, seasoning, dressing and serving. The first aim in cooking vegetables should be to preserve their full flavour and nutriment and recent scientific research has proved that good cooking from the gastronomic point of view is also good cooking from the dietetic standpoint. All the recent recommendations of nutritionists for the cooking of vegetables are in line with the best traditions of cookery and show that carelessly cooked vegetables are wasteful in every way.

A Higher Standard in Hospitals

When all national resources must be carefully husbanded, wholesale losses of valuable food constituents in cooking must not be tolerated. To achieve a higher standard of cookery and nutrition in our hospitals, I am convinced that the status of the vegetable cook must be raised. She must have the intelligence to appreciate the tremendous importance of her work and knowledge to solve her problems.

The Food Value of Vegetables.—The great value of vegetables lies in their mineral salt and vitamin content. In the absence of much fruit, as at the present time, these protective elements are doubly vital. Vitamin C is, of course, the protective element in vegetables with which they are largely associated in the public mind, but many also contain appreciable quantities of Vitamin B_1, Vitamin A, or its precursor carotene, and mineral salts, such as potassium, iron, calcium, copper and phosphorus. Speaking very generally, the outer parts of green vegetables are richer in these constituents than the inner parts, and root vegetables, such as potatoes, contain smaller amounts.

The Work of Cellulose

All vegetables contain cellulose—the framework of plant life sometimes referred to as unavailable carbohydrate since the human body is unable to digest it. This provides valuable roughage.

Reducing Losses in Cooking.—Vitamins B_1 and C and the mineral salts are, to a greater or lesser extent, soluble in water and the proportion remaining after cooking depends to a large degree on the cook. Because Vitamin C is readily soluble in water and is particularly susceptible to heat, the amount of this vitamin retained in the cooked vegetables can be taken as a criterion of good cooking.

A mass of information has been collected as a result of scientific research both in this country and America. The general conclusions reached appear very simple now that so much of the story has been unravelled, but to reduce it to such simplicity teams of scientists have given years of study to the matter. They have had to co-ordinate an immense amount of information to establish the apparently elementary facts which can now form a basis for the development of the art of cooking vegetables. Briefly the results of recent research can be summarized for the cook as follows :—

1. All vegetables should be served fresh, straight from the garden or as soon after purchase as possible, because vegetables tend to lose their vitamin content during storage.

Vitamin C

2. The outer leaves of all green vegetables are rich in Vitamin C; the waste in preparation should be reduced to a minimum. The very tough outer leaves can be put in the boiling cooking water for a few minutes to enrich the water and then removed before the more palatable parts are put in. These are then cooked in water already containing some vitamin, which reduces the tendency to further extraction.

3. Potatoes should be baked or boiled in their jackets for full food value, and in order to prevent unnecessary loss of Vitamin C. Frying in hot fat is also a good method of cooking potatoes to conserve vitamins.

4. Cook vegetables as quickly as possible and avoid keeping them hot. Slow cooking destroys the vitamin; plunge vegetables into quickly boiling water and cook them for as short a time as possible. All green vegetables, in any case, have a much better texture and colour if cooked for only 10 to 15 minutes.

5. Use the water in which vegetables have been cooked for soups, sauces and gravies, because Vitamin C dissolves very readily in the water.

Serve at Once

6. Serve vegetables immediately after cooking. As green vegetables and mashed potatoes lose a great deal of vitamin when kept hot, time the cooking processes carefully so that vegetables are ready to serve at the right moment. The loss from green vegetables is greater when kept hot if bicarbonate of soda has been used, although it has little effect during the actual cooking.

7. Fine shredding of vegetables increases the destruction of Vitamin C. If you chop parsley or watercress for a garnish or shred cabbage for a salad, do it just before serving. Root vegetables, however, lose more Vitamin C if they are cooked in large chunks, because of the slower penetration of the heat—they should be sliced just before cooking in quickly boiling water.

Special Difficulties in Large-scale Cooking.—In large-scale cooking it is not always easy to serve quickly and at the same time avoid keeping food hot, but the cook who realizes the importance of the matter will be prepared to take a little trouble to see that vegetables are transferred as quickly as possible from the cooking utensil to the table. She can, for instance, use wire mesh containers or even string mesh bags for cooking

several separate batches of vegetables in one large boiler and cook and dish comparatively small quantities at short intervals.

The storage of large quantities of green vegetables presents special difficulties. It is desirable, of course, to serve them as soon as possible after delivery, but this is not always possible.

On no account should vegetables be left soaking over-night or unwashed in a warm place. The best method of dealing with them is to wash them when they are delivered, drain off the water and then leave them covered in a cool place.

GOOD TO EAT AND GOOD FOR HEALTH

Colour and flavour of cabbage and other green vegetables are best preserved if they are shredded and cooked quickly for about ten to fifteen minutes. They taste better this way and their dietetic value is preserved

Book Reviews

CONTROLLED PARENTHOOD.—*By Reynold H. Boyd, M.B., Ch.B. F.R.C.S. (Edin.). (W. Heineman, Ltd., 99 Gt. Russell Street, W.C.1. Price 3s. 6d.)*

This is an excellent little handbook for both nurses and lay-folk who wish to learn more about sensible methods of contraception. It answers all the questions that are likely to be asked by the average woman, and also dispels many well-worn fallacies about this subject.

There are clear diagrams to show exactly how the various contraceptive caps should be prepared and inserted. It is a book which midwives and nurses in women's departments could study with benefit ; and one which might be safely recommended to any woman who has made up her mind to practice birth control.

L.B., S.R.N., S.C.M.,
Diploma of Nursing (London University).

IN THE MARGINS OF CHAOS—*By Francesca M. Wilson, (John Murray 50, Albermarle Street, W.1.; price 18s.)*

The author is a teacher who undertook relief work in Serbia, North Africa, Corsica, Russia, Spain, and in the beginning of this war amongst the Polish refugees in Hungary. It is not only exciting stories and vivid writing that make this book so readable, but her quick perception and understanding of all kinds of people—remarkably apparent in a book about events many of which took place some 15 years ago.

The relief worker of to-day will be able to learn from these experiences and nurses who attended the course of lectures on "Relief and Rehabilitation" at the Royal College of Nursing will find mention of many towns, persons and undertakings with which they are familiar. There is an appendix containing suggestions for present day workers, such as, the importance of the labelling of drugs so that they are understood at their destination, the dangers and delay of transport—the author herself took a five days journey with precious provisions to prevent looting—and the advantages of a day solarium over preventoria.

The distress to the child of being taken from its home surroundings, however dangerous and destitute, is vividly portrayed: Maria, a small Spanish refugee, was inconsolable until she was able to return to the responsibilities of sweeping her own home.

Refugees have no rights: "they can be thrust in malarial swamps or left to die on the sands": the author suggests an urgent need for a Geneva convention for refugees and an international delegation to inforce it. She warns against the freezing of initiative by too much centralization and also against the "manie de grandeur" in the workers resulting from their unaccustomed authority.

There are few good things said about British nurses; the author regards the profession as a medieval guild, jealously guarding its secrets. She does however give great praise to a New Zealand nurse who had the advantage of studying at a university before training, and of living in a "probationers' hostel" where there was plenty of time for social life, during training.

F.F.A., S.R.N., S.C.M.

FOR THE STUDENT NURSE

(Continued from page 773)

blankets ready to receive the child, who will be suffering from shock.

The child should be encouraged to take the warm drink and then allowed to rest. During this period the pulse and respiration rates, and the colour, should be noted and recorded frequently, but without disturbing the patient so long as the condition remains satisfactory. If any hot water bottles are used they must be well covered and placed outside a blanket. If the child is moved from the place where the accident occurred, every effort must at once be made to let the doctor know where the patient will be found.

The Royal College of Nursing Draft Memorandum on THE PLACE OF NURSING IN A NATIONAL HEALTH SERVICE

based on the Government White Paper, February, 1944

SECTION I : GENERAL CONSIDERATIONS

1. **The Objective.**—The members of the Royal College of Nursing are in favour of the Government's intention to provide a health service for every citizen in every walk of life, and regard the provision of *a complete nursing service* as their special target. They realize that, under the present system, this is very far from being the case, and their deliberations have been conducted with the object of giving the fullest possible nursing service to all, and not merely with a view to safeguarding professional interests. Once a health plan has been accepted, nurses have an important part to play in interpreting it and educating the public as to its full meaning and use.

A National Basis

The Royal College recognizes that services which were once a purely local development must, in our present stage of social development, be planned in relation to much wider areas, and, where major issues are involved, on a national basis. They were disappointed that nursing had not been treated in the same detail as medicine in the White Paper, and that references to nursing seemed to assume that the only contribution nurses could make to the health plan was in the domiciliary sphere. The whole conception of a national service for health will fail unless an adequate supply of well-trained nurses can be assured. Immense numbers of nurses and midwives are involved, yet no preliminary discussions were held with them such as took place with the doctors ; and though in subsequent speeches the Minister amplified the allusions to the nurse's part in the national health service, there still seems to be little public recognition of the fact that nursing is a profession parallel to that of medicine, and that it occupies an appointed and increasingly important place in the national plan for health.

Quality and Quantity

The successful carrying out of public health, hospital and clinic services largely depends on the quality and number of nurses available, and the economic use of their specialist skill. This in turn involves planned recruitment and training, from the pre-nursing to the post-certificate stage. Gaps in the nursing services must be avoided, duplication and lack of co-ordination among the various specialists in the health field must be corrected, conditions of work must not fall below a certain standard. All this involves careful integration and planning at all levels if the ideal of a comprehensive and efficient service is to be achieved.

2. **The Time-Table.**—In spite of the fact that many members are on active service overseas, the Royal College of Nursing is in favour of planning *now*. The following factors have influenced the College in its decision.

(a) Those who are away should not return to chaotic conditions such as followed the last world war.

(b) Those at home have a duty to safeguard the interests of absent colleagues.

(c) Nurses on active service are by no means isolated from the "planners" at home. Men and women in the Forces everywhere are being wisely encouraged to consider and discuss the future constructively.

3. **A One-Sided Report.**—Although the White Paper is supposedly concerned with "a whole provision for health" (page 38, chapter VI), plans are restricted to what is termed a "personal" health service, and even with this more limited objective the structure is almost entirely curative. Nurses are, of course, aware that : (a) the full development of the social and preventive aspects may involve participation by a number of other Ministries ; (b) facilities for curative work must be available if deviations from the normal discovered in the course of preventive treatment (e.g. through mass-radiography) are to be adequately treated. But the White Paper contains practically no suggestions for linking preventive and curative work, and the two will be as sharply divided as ever unless : (a) the Minister anticipates submitting further suggestions ; or (b) he is looking to participants in the health service to evolve their own schemes.

4. **The Machinery of Local Government.**—Though the proposals to bring the National Health Scheme within the framework of local government are recognized as administratively expedient, the scheme as outlined should, in the opinion of members of the Royal College of Nursing, be regarded as a short term policy. They endorse the strong recommendations which have been submitted from many quarters that the *plan should, as soon as possible, be linked with a complete reorganization of the local government machine.*

General Support

With this proviso the Royal College of Nursing is prepared to give general support to the National Health Plan for the following reasons :—

(a) The establishment of a comprehensive health service is a matter of urgency.*

(b) Though a complete overhaul of local government is eminently desirable, some adjustments have already been made which reduce the emphasis on the electorate as primarily a body of ratepayers.

(c) The administrative machinery outlined in the White Paper is not entirely in the hands of the *local* electorate. For example, the areas covered by the Joint Authorities, the planning bodies, are larger; the representatives of the Boards are "at two removes from the electorate" (P.E.P.), and so should have greater freedom and wider vision, and be less hampered by local and sectional interests while yet preserving a knowledge of local conditions.

(d) The proposed advisory councils introduce a new element in local government, and should help to correct many present weaknesses, *provided* their powers not only to advise but to initiate schemes are fully developed.

(e) Greater emphasis on the responsibilities of citizenship in all modern educational developments should improve the quality of local government.

5. **Expert Guidance.**—The effectiveness of the machinery outlined for advising the Minister and the local authorities on implementing the National Health Service will largely depend on the personality of the Minister himself ; on his readiness not only to consult the advisory bodies but to encourage initiative on their part and to give due weight to their findings ; on his foresight with regard to the formulation of long-term plans ; and on his own initiative as the head of a Department which may ultimately be responsible for two thirds of the cost of the service. It will also depend on whether the members of the advisory councils are nominated or appointed in such a manner, or are of such ability as to command the confidence of the professional groups engaged in carrying out the service.

These advisory councils should not be too unwieldy in size. They should, however, be sufficiently large to secure representation of all major interests, so that barriers are broken down and individual members are able to view and obtain recognition of their particular field in relation to the service as a whole. The inculcation of social medicine in the training of doctors and nurses will ultimately result in more effective co-operation with other participants in the service.

The proposed councils should come into being as soon as possible, while the community is still braced by the war effort, and before the phase of post-war exhaustion and inertia sets in.

6. **Services Not Included in the General Plan.**—The Royal College of Nursing is disappointed that many important branches of health work have either not been mentioned in the national plan or have been regarded as outside the personal health scheme, notably industrial medicine, the mental health services, health teaching and medico-social work. Such omissions can only be temporary, and it is to be hoped that from the outset the health centre will provide opportunity for fusion and integration. Also that the maternity and child welfare services and the school medical service will eventually be fully integrated in the general health scheme, rather than remain the responsibility of the education authorities. (See page 3, Health Centres.)

7. **Distribution.**—If every individual is to be provided with the health services he needs, then members of the health team must be available to give these services, and distribution of skilled personnel cannot be left entirely to chance, at all events in the transition period. On the other hand, machinery for nurses comparable to the Central Medical Board for doctors does not appear to be needed, as functions performed for doctors by the Board can, in so far as they concern the employment of nurses, be carried out in other ways. Interchangeability of pensions would help to promote mobility among nurses.

SECTION II : CRITICISMS

1. The personal health service outlined in the White Paper is too limited in scope, and leaves too many branches of health work, preventive and curative, outside the scheme.

2. A complete domiciliary nursing service is only one aspect of the comprehensive nursing service which should be available under the national health scheme. All branches of midwifery and nursing should be developed in relation to the scheme, each being founded on a well-planned system of education and training.

3. The proposed advisory machinery is inadequate for the requirements of a full

* *The shortage of premises for the development of an extended health service can be overcome by utilizing, at least temporarily, the many Government buildings—hutments, requisitioned houses, aerodromes, etc.—which will be available.*

nursing service within the national health plan.

4. Plans for the development of social and preventive medicine have been virtually omitted.

5. The great potentialities of health centres have barely been indicated.

SECTION III : POSITIVE PROPOSALS

I. The Administrative Structure (See Chapter III of White Paper). A. Central.

An Advisory Council on Nursing and Midwifery.—The establishment of a National Health Service will raise many questions of national policy in the nursing and midwifery sphere which, as other Government Departments have found, cannot be dealt with at local levels without direction and advice from the top. A service involving perhaps a quarter of a million members requires national machinery if it is to be utilized to the best advantage. The nursing profession must, of course, have its own representation on the Central Health Services Council. But such a Council, which, it is assumed, would be predominantly medical in make-up, would have neither the time nor the knowledge to pronounce on the many matters which are bound to arise with regard to the conduct of a national nursing and midwifery service.

To Advise on Nursing

The Royal College of Nursing considers, therefore, that the Minister should set up an Advisory Council on Nursing and Midwifery, the main function of which would be to advise him on nursing and midwifery matters related to the carrying out of the National Health Service, and to which he could refer the many problems which will be submitted to him regarding these services. It has been felt for some time that an Advisory Council would be an asset to the Division of Nursing; its value would be even greater in the future, when much extra work is bound to arise in connection with the Health Plan. The work of such a Council should be complementary to that of the Division; the relationship between the two bodies would be analagous to that of the National Advisory Council on the Recruitment and Distribution of Nurses and Midwives and the Department of Nursing of the Ministry of Labour and National Service.*

This proposed Advisory Council on Nurisng and Midwifery should also greatly simplify the task of the nursing representatives on the Central and Local Health Services Councils, especially if nursing groups or sub-committees are set up within these Councils. The Advisory Council on Nursing and Midwifery, being in close touch with the day to day problems which confront nurses in the field, would be in a position to give technical advice and to pronounce on matters calling for further inquiry and research.

Suggested Representation on Advisory Council on Nursing and Midwifery*.—Chief officials of the Division of Nursing, *ex-officio*; nursing and midwifery representatives of the Central Health Services Council; representatives of various nursing and midwifery interests appointed by the Minister as individuals; nominees of chief professional organizations in proportion to membership; chief nursing officers of other Ministries, for example Labour and National Service, Supply, Fuel and Power, etcetera.

(Members shall retire in rotation; where possible they shall be in active work).

** Existing national machinery for nurses and midwives, such as the Rushcliffe Committee and the National Advisory Council on Recruitment and Distribution, has an indispensable function at the present stage, and, for the time being, should be maintained. The terms of reference of the Rushcliffe Committee should be widened with a view to its becoming the recognised negotiating machinery of the profession.*

The Administrative Structure. B. Local.

In each Joint Authority area there should be a Local Advisory Council on Nursing and Midwifery, linked with the National Advisory Council, to advise on nursing and midwifery matters related to the carrying out of the health services within the areas

The Place of the Nurse in Local Government.—There should be a nursing department in each Joint Authority area, directed by a chief nursing officer who should be responsible to the appropriate public health committee. This officer, who should be qualified in public health nursing and hospital nursing administration, would co-ordinate the public health and institutional nursing policy of the area. Under her should be a chief public health nurse, who would act in an advisory capacity on public health nursing matters to the County and County Borough Councils' public health committees and would be responsible for the domiciliary aspect of the work associated with the out-patient clinics of the Joint Authorities. Such an appointment would ensure co-ordination of the work of all public health nurses employed by the Joint and Local Authorities. Under the chief nursing officer there would also be a principal matron responsible for the institutional nursing aspect.

II. The Hospital Service (See Chapter IV of White Paper).

The Royal College of Nursing regards the development of the hospital service under the National Health Plan from two aspects, which are interdependent and complementary, namely: as a means of improving the basic training of the future nurse, on which the quality of service to hospital patients so largely depends; and as a means of introducing other improvements in the service to the sick in hospital.

The Basic Nursing Training.—As stated in page 1 *all* branches of midwifery and nursing should be developed in relation to the National Health Service, each being founded on a well-planned system of education and training. "If such a service is to have continuing vitality," says the Goodenough Report (Inter-Departmental Committee on Medical Schools), "it must be founded on highly developed and vigorous systems of general and professional education for members of the medical and allied professions, and it must evoke the enthusiastic and intelligent co-operation of the general public. The spirit of education must permeate the whole of the health service."

Recommendations with regard to the education and training of the nurse have been set out in the Horder Report on Nursing Reconstruction (Section II), and, in their relation to the health scheme, can be summarised as follows:—

(a) The Committee recommends the establishment of a wider basic training for general nursing, covering four years, to include short, varying periods of experience in obstetric nursing and in branches which may not hitherto have been covered, such as fever, tuberculosis and mental nursing, and an elective six months in a speciality in the last year.

(b) Nurse training units should be either: (i) large parent hospitals with opportunities for training in certain specialities in one or more subsidiary hospitals; or (ii) groups of smaller hospitals which would combine to provide the complete basic training.

(c) In order to improve the standard of practical and theoretical work and reduce the strain on the student nurse (with consequent wastage of candidates) the Committee recommends the adoption of the "block" system of training throughout the country. Under this system the student is relieved for varying periods from attendance on the sick, the greater proportion of the theoretical training being given when she is free to study.

** The memorandum was written before consultation with the midwifery profession concerning the joint role of the two services under the health plan.*

Training on the above lines would ensure a much more efficient nursing service. The present service is too wasteful of recruits and is based on too narrow an interpretation of what constitutes a "general" trained nurse. Organization of the wider curriculum would, however, imply the closest collaboration with the Joint Authorities responsible for the hospital services of their area. It would also depend for its success on the Government's willingness to implement the finding of the Athlone Committee that grants be given "from national funds to all recognized training hospitals in respect of the national work done in the training of nurses."

An Improved Hospital Service for the Sick.—The Royal College of Nursing considers that the hospital service to the sick should be improved in the following respects:—

(a) The numerous unco-ordinated cottage hospitals, "under-financed and under-staffed" (P.E.P.), should only function in relation to the larger hospital schemes.

(b) There should be a regular 'bus service for out-patients and relatives; also a centralized ambulance service in each area to deal with emergencies and to take patients home.

(c) Voluntary hospitals should admit a quota of chronic cases, though these should not be nursed in general wards. All student nurses should have experience in the nursing of the chronic sick.

(d) Public Assistance hospitals should be "appropriated" and administered under the Public Health Acts. The chronic sick should be classified, to ensure better nursing care.

(e) There should be proper hospital provision for the advanced tuberculosis case, from the point of view both of his own comfort and of the welfare and safety of others. Young nurses should not be allowed to nurse these advanced cases.

(f) Admission to hospital should be simplified, and the system of "bed pools" extended.

(g) Hospital patients should be assured of more privacy.

(h) Apart from the admission of accident cases and former patients, the out-patient department should, in most respects, represent the health centre of the consultant level. Congestion in the department would be relieved if general practitioners specialized in minor treatments at the health centres or cases were referred to the domiciliary nursing service. The appointment system for out-patients should be universally adopted, and facilities for medico-social work extended.

(i) In order to ensure the effective organization of the nursing staff, matrons of municipal hospitals should be accorded the status which is automatically assured to the matrons of voluntary hospitals They should be recognized as head of the nursing department, and should have access to their executive committee on all nursing matters.

Inspection.—Under the Health Plan (page 24) there is provision for the inspection of hospitals—including inspection by the nursing

profession. (For inspection in the sphere of domiciliary nursing see column 3). The Royal College of Nursing agrees with the representatives of King Edward's Hospital Fund for London that the proposed inspectors should be called "visitors" or "commissioners." Nurse inspectors should be concerned with the health and welfare of the nursing staff, with lay-out as it concerns the nursing service, with equipment and the universal adoption of sound nursing techniques, with safeguards against the spread of infection, with hospital dietary, facilities for non-residence and advice and help in interpreting the plan, especially in relation to non-nurse training schools.

III. Health Centres. (See Chaper V of White Paper).

The Royal College of Nursing envisages much more vital and comprehensive functions for the health centre than the grouped medical practice outlined in the White Paper. Members regard the health centre as the focal point from which all health activities will radiate, and all workers engaged in the family's health should be associated with it.

The centre should not only be concerned with the physical health of the people (whether preventive or curative), but should embody such progressive features as have proved successful at, for example, the Peckham Health Centre. That is to say, it should be a centre for all those activities, both educational and recreational, which have a bearing on health; there should be joint committees of representatives of the professional health staff and those community organizations which interest themselves in the welfare of the people.

The centre's committee of management should include members of the maternity and child welfare committee of the local authority, the education committee, representatives of voluntary workers and of the public, and professional experts from all departments. Each health centre should have its own nurse administrator or superintendent to co-ordinate all the nursing work connected with the centre.

Co-ordinating the Service

The senior general practitioner, the nurse superintendent and the senior social worker would make their reports to the committee of management. Social workers should be attached to the centres to act as generalized almoners. The district nurse should attend the medical practitioner's surgery for cases coming in from the district for consultations, minor operations, etcetera. A health visitor should be available for messages and urgent calls at a stated time every working day. Each health visitor should be able to interview the mothers from her own district at the centre in reasonable privacy; * overcrowded clinics should be discouraged. The home help service should be organized from the centre either by the committee or the social workers' department.

The medical accommodation at the health centre should include doctors' surgeries, a minor operations theatre, foot, light and other clinics. There should be cheerful waiting rooms, a toddlers' nursery, a lecture hall with cinema equipment, a demonstration kitchen, rooms for test feeding, etc. Model garments, suitable toys and suggested labour-saving devices should be available for inspection and teaching. There should also be office accommodation, duty rooms and facilities for drying clothes and storing equipment. Canteen arrangements and emergency residential accommodation would be useful adjuncts. The health work carried out at the centre could be supplemented by outlying and mobile clinics. (For the potentialities of the health centre in relation to industrial health see page 4).

IV. Clinic and Other Services. (See Chapter VI of White Paper).

1. **Hospital Clinic Services.**—Out-patient clinics of the hospital service dealing with tuberculosis, venereal disease, orthopaedics, mental ailments, cancer, etcetera, will, it is assumed, be staffed by nurses appointed by the hospital. It is recommended that an agreed proportion of such nurses should also be qualified in public health nursing. If the home visiting of these cases is to be undertaken by the out-patient clinic staff, there should be the closest co-operation between them and the local health visitor or district nurse in touch with the family. At present much of the care expended on patients in hospital is wasted for lack of follow-up work after discharge.

2. **Health Visiting Service.**—The health visitor should be responsible for the normal healthy family from birth to old age; her functions in the field of health teaching should be extended.

3. **School Nursing Service.**—This service should be extended to cover all schools—public, private, primary, secondary, schools for physically disabled and abnormal children, "approved" and other corrective schools and residential training centres.

4. **Children's Nurseries.**—The nurseries should be very closely linked with the health scheme*, and the services of educational psychologists, psychiatric social workers and other social agencies should be available.

5. **Domiciliary Nursing.**—The White Paper states that "a full home nursing service must be one of the aims of the new re-organization. Its object must be to ensure that all who need nursing attention in their own homes will be able to obtain it without charge."

In the opinion of the Royal College of Nursing this service should not be limited to a district and visiting service, but should include full time nursing in the home, day and night, if necessary. Domiciliary nursing should therefore be considered under two heads:— A—District. B—Full-time.

A. District and/or Visiting Nursing. — Early in 1938 the Royal College of Nursing, in a memorandum to the Athlone Committee, stated that, in its opinion, in spite of the growth and fine record of the district nursing service, there was much sickness (chiefly of a chronic type) for which no organized nursing facilities existed; that the domiciliary nursing service should be available for *all* types of disease; that the local authorities should be responsible for providing the domiciliary nursing, but that they should avail themselves of the services of the district nursing associations, and that these associations should be subsidized from public funds.

Uniformity of the Service.—In order to maintain a uniform system of training, supervision and record keeping throughout the service, the Royal College of Nursing considers that local authorities should, wherever possible, make use of the Queen's Institute of District Nursing. All local district nursing associations outside a county borough should be affiliated to their county association. The central employment of district nurses and freedom of migration within the service should be encouraged. District nursing should be fully represented on the Central and Local Health Services Councils.

Finance.—The expenses of central and local administration, training, supervision, salaries, transport and superannuation should be included in the cost of the service. When, therefore, a local authority enters into negotiations with a county nursing association, the association should present an estimate of the total cost of the service and the sum required to supplement its own resources, which will necessarily be curtailed owing to the discontinuance of provident schemes and the difficulty of raising subscriptions in the ordinary way. At the present stage in the development of our nursing services, the promotion of local money-raising activities in aid of individual nurses is felt to be derogatory to the nurse's professional status.

Inspection.—The system of inspection carried out by the Queen's Institute of District Nursing is, in the opinion of the Royal College of Nursing, essential to the promotion and maintenance of a uniformly high standard of work, and its extension to all nursing associations is recommended. Any additional inspection which the Government may deem necessary under a National Health Service should be undertaken by the Ministry and carried out by women inspectors, who should be nurses experienced in this branch of work.

Qualifications of District Nurses.—The Royal College of Nursing agrees that, after a date to be determined, all district nurses should possess a statutory qualification in district nursing. The position of "existing" district nurses would need to be safeguarded.

Refresher Courses.—Refresher courses should be recognized for grant to cover the cost of salary and fees for the course.

The Place of the Assistant Nurse in Domiciliary Nursing.—In the opinion of the Royal College of Nursing the enrolled assistant nurse has a definite place in the district nursing service, working under the supervision of the qualified district nurse.

B. Full Time Nursing in the Home.—Apart from district and visiting nursing, there will be many instances when hospital accommodation will not be available (for example, during influenza epidemics), or when for one reason or another, full time nursing in the patient's home would be desirable. Those who can still afford this service as a luxury or "extra" will doubtless continue to avail themselves of it, but the wide employment of private nurses on the present basis will be beyond the means of most, owing to the levelling of incomes, increased taxation and general impoverishment resulting from the war. The majority of patients, therefore, will almost certainly look to the National Health Service to supply their needs, and, if "a full home nursing service" is to be provided for all, this should include whole time nursing in the home for those who require it.

Hitherto this work has been carried out by private nurses, either working as independent practitioners or attached to nurse supply agencies and "co-operations." These channels of employment will be greatly curtailed in future, and the Royal College of Nursing suggests that the needs of the public for whole time domiciliary nursing might be met in one of two ways:—

(a) The Queen's Institute of District Nursing should enlarge its scope to include full time nursing in the home.

(b) Local authorities could establish "pools" of independent practising nurses upon whom they could call to meet local emergencies, and whom they would employ under nationally agreed scales of salary and conditions of service. To this end the local authorities might enter into negotiations with approved nursing co-operations conducted under professional auspices. In any case the "pools" should be subject to the same regulations as those laid down for nurse supply agencies under the Nurses Act, 1943. Professional supervision and guidance would be necessary. The practice of regularly supplementing hospital staffs

* *Clinic attendances should not be encouraged to the exclusion of home visiting, where the mother is in her own surroundings, and teaching can be simpler and more natural.*

* *Day nurseries provide useful opportunities for the public health nurse to study the development of the normal child.*

INFANT NUTRITION

VITAMIN D

NUTRITIONAL surveys under wartime conditions have confirmed the wisdom of fortification of Infant Foods with Vitamin D. The published results have also indicated that there is a minority of infants who do not fully respond to quantities of Vitamin D hitherto regarded as generally sufficient.

The facts elicited by the investigations have received the most serious attention of leading authorities on nutrition, and in conformity with a request we are now co-operating in safeguarding all infants by increasing the Vitamin D in COW & GATE MILK FOOD to 320 international units per oz. (800 i.u. per reconstituted pint).

We have much pleasure in co-operating in this manner in pursuance of our long-established policy of applying the latest advances in the knowledge of infant nutrition.

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with so-called "private" nurses is strongly deprecated and should cease.

6. **Industrial Nursing.**—Industrial medicine is not included in the national scheme on the grounds that it lies outside the direct service for personal health. The Royal College of Nursing considers this a grave weakness, and emphasises that *all* types of medical and health service should be included. In its opinion, responsibility for *planning* the health services for workers during working hours should rest with the Ministry of Health, but the *administration* of the service should be the responsibility of the Ministry of Labour and National Service. Industrial Health Committees should be set up within the Central and Local Health Services Councils, with nursing representation, so as to co-ordinate and develop this branch of the service.

Examination for Employment

The medical examination of juveniles for employment might well be carried out at the health centre, where there will be access to past medical records. It might also be advisable to centralize all medical examinations for employment there. At present a worker with some disability may be examined at one factory after another with no guarantee that steps will be taken to correct the condition. This is not only wasteful of effort, but unconstructive; co-ordination at the health centre should obviate it. Standardized health records, to be retained by each worker, like the war-time identity card, would facilitate employment under the more mobile conditions of labour envisaged in the future. At present the industrial health service available to many categories of workers is inadequate, notably with regard to workers engaged in commerce, the catering trades, building, agriculture, shipbuilding and in Government Departments.

Mobile Units

In cases where the factories are too small and scattered to command regular industrial medical services, health service facilities might be brought to the workers by means of a mobile unit maintained by the local health centre. Each centre serving an industrial district should include, on its staff, a nurse trained and experienced in industrial nursing, and well acquainted with the various types of employment and conditions of work in the neighbourhood. Industrial nurses will also be concerned with the rehabilitation and re-settlement of workers.

7. **Care of the Aged.**—No health plan will be complete unless there is suitable accommodation for the care of those aged persons who, unaided, cannot entirely look after themselves, or for whom there is no adequate provision with relatives or friends. Plans are under discussion for the grouped housing of these old people in homely surroundings which will ensure them the maximum of independence while at the same time catering for their basic needs. The Royal College of Nursing considers that the experienced State-registered nurse has a leading part to play in the organization and administration of these communities and in the personal day-to-day supervision and care which will be required.

SECTION IV: QUESTIONS TO THE MINISTER

1. Now that the White Paper on Social Security has been published, does the Minister of Health intend to submit further proposals on the development of social and preventive medicine?

✦ ✦ ✦

2. Will the Minister give an assurance that, in the reorganization of the hospital services, care will be taken to safeguard the training of nurses?

✦ ✦ ✦

3. Will the Minister implement the recommendation of the Athlone Committee that grants be given from national funds to all recognised training hospitals in respect of the national work done in the training of nurses?

✦ ✦ ✦

4. Although the Minister states that, pending the result of certain inquiries, the inclusion of the mental health services in the National Health Plan would present difficulties, would he not consider preliminary steps at the present stage to secure the closer integration of the mental and physical health services?

Correspondence

A Hard Won Goal

The recommendation suggesting the removal of names of all nurses from the State Register who are physically or mentally unfit to carry out their duties is, in my opinion, both callous and unjust. It is every nurse's ambition to become State-registered and to attain this one must work very hard; it has to be earned.

The suggestion to erase nurses' names because of infirmity when they have given of their best to the service of the sick (and often the letters S.R.N. are the only link left with the nursing profession) passes my comprehension. I hope the recommendation will not be adopted, as it will cause untold misery to nurses not necessarily old, but physically incapable of carrying out their duties.

A. A. FARRAR, S.R.N. (8542).

Need for Kinder Attitude

Recently I met a number of nurses who had lost their sight in this war through enemy action. Does this recommendation from the Registration Committee to the Minister of Health, suggesting the removal of the names from the Register of all nurses physically and mentally incapable of carrying out their duties apply to them? In my opinion it is a cruel and unjust recommendation, and would cause great suffering to the nurses physically unfit.

Is it possible to publish the names of those responsible for this suggestion? I can hardly think it could originate from a member of the nursing profession.

R. S. DODD, S.R.N. (2415), S.C.M., founder member of the Royal College of Nursing.

[*This recommendation was not approved by the General Nursing Council and therefore has not gone to the Minister of Health. The matter is being reconsidered by the Registration Committee as stated in the "Nursing Times".*—ED.]

An Important Omission

While studying the policies of candidates for election to the General Nursing Council I have been struck with the lack of defined policy on the syllabus and functions of the assistant nurse. One candidate, Miss A. M. Rose, states her views—those of the present council. Is this equally true of all present members of council standing for re-election?

The training and position of the assistant nurse will surely be of the greatest consequence in the future health services to patients and registered nurses. Could candidates give their views in the correspondence columns of the *Nursing Times*, so that voting on this vital point is not in the dark? S.R.N., S.C.M.

The First Qualification

Permit me to air my views on behalf of mental nurses now that they have been included in the Rushcliffe scheme for better conditions. Whilst I heartily agree that the mental nurse of the future should be chosen by her intelligence and good education, both of which are necessary qualifications if she is to make a success of her career, I would like to add that 'good breeding' is to be desired more than anything, and that unless the matrons of mental hospitals themselves possess this they are not fit people to choose nurses. We hope that the future matrons will be chosen accordingly by experienced committees who know something of the life of the nurse.

This qualification appears to have been overlooked in the past in some places, the result being that the nursing in some hospitals is below the standard required.

Only when we have women of good breeding at the head of mental hospitals can we hope to have educated nurses or a higher standard of nursing. H. C.

NEWCASTLE GENERAL HOSPITAL

A presentation will be made to Dr. Geo. P. Harlan, Medical Superintendent, Newcastle General Hospital, on his retirement. Former members of the staff wishing to subscribe please forward subscriptions to Miss D. R. Gibson, matron, Newcastle General Hospital, Westgate Road, Newcastle-upon-Tyne, 4.

COMING EVENTS

Food Education Society.—Sir Joseph Barcroft, C.B.E., F.R.S., will give a lecture on "Food and Processing, the Nutritive Value of Processed Food," on November 20 at 2.30 p.m., at the London School of Hygiene and Tropical Medicine. Lord Horder will take the Chair.

The Gloucestershire Royal Infirmary and Eye Institution.—The nurses annual prize-giving will be held on Saturday, November 25 at 3.30 p.m. Past members of the staff are cordially invited. Those wishing to attend please inform Matron.

The Association of Hospital Matrons, Midland Group.—There will be another meeting of the Group on Saturday, November 25, at 2.30 p.m. at the request of, and to meet members of the Midland Group of the Medical Superintendents' Society. This will be held at the Children's Hospital, Birmingham. There will be a discussion on "The Reconstruction of Nurses' Training".

St. Mary's Hospital, W.2.—The autumn meeting of the Past and Present Nurses' League, St. Mary's Hospital, W.2, will be held on Saturday, November 25, in the nurses' new home, at 2.30 p.m. Brigadier G. W. B. James, C.B.E., M.C., consulting psychiatrist to His Majesty's Forces, who has recently returned from the Middle East, has kindly consented to join us and give a talk at 3.15 p.m.

News in Brief

Received by the Queen

MRS. L. J. Wilkinson (Chief Principal Matron, Queen Alexandra's Imperial Military Nursing Service) had the honour recently of being received by Her Majesty, the Queen.

Burnley Marriage

MISS Mary Andrews, of Mortimer, Shropshire, night sister at Burnley Victoria Hospital, was married on November 1 to Dr. James Schofield, of Ridge Cottage, Burnley.

News from Singapore

ALL who knew her will be glad to hear that a broadcast message has been received from Miss Mollie Jones, former matron of Singapore General Hospital, who refused to leave her work among the wounded when the Japanese took possession.

GENERAL NURSING COUNCIL FOR ENGLAND AND WALES

APART from discussion on a recommendation submitted by the Registration Committee, the meeting of the General Nursing Council, at which Miss D. M. Smith, O.B.E., took the chair, on October 27, was brief. The recommendation concerned draft rules, which were not made public, for submission to the Minister of Health on the removal of a nurse's name from the Register by reason of infirmity of mind or body.

Dr. H. M. C. Macaulay, B.Sc., M.D., D.P.H., said he viewed the proposals with grave apprehension. At first sight the idea of protecting the patient against a nurse who was physically or mentally unable to perform her functions as a nurse, was attractive. The more he thought about the proposals, however, the more he disliked them. No doubt Council had in the past had to deal with a few cases which were a very real difficulty but the axiom " Hard cases make bad laws " was true. He had read the memorandum prepared by Professor Russell Brain on the subject and agreed with every word.

" What is the purpose of the Register and the function of the Council ? " he asked. It had two objects and two only. Council guaranteed that those using the letters S.R.N. after their names had at some time during their lives undergone a course of training which in the opinion of Council was adequate. Also, Council guaranteed that as far as it was aware these people were not guilty of any social or professional misconduct. He submitted that this was all that was, and all that could be, guaranteed. How could Council know the physical and mental condition of the thousands of nurses on the Registers ?

Turning to the question of ascertainment, Dr. Macaulay said it would be inequitable for Council to confine itself to those cases known to members of Council or referred as individual cases. This resolution would entail the annual certification of all those asking to have their names on the Register. They would have to produce evidence that they were mentally and physically fit to do their work—which would possibly need an Act of Parliament.

Ornaments to the Profession

On the Register were the names of a number of nurses advanced in years and subject to the infirmities of old age. Some were ornaments to the profession and their names were admired and revered by all, although they were no longer capable of carrying out the arduous duties of a nurse. There were too those very gallant nurses mutilated by enemy action, who had lost their sight or a limb. They might never nurse again but they were proud to call themselves State-registered nurses and might have a great contribution to make to the profession. Were they to be crossed off ?

If such rules were passed every nurse would be liable to attack by ignorant or malicious people and she would have to be constantly on the defensive.

What machinery could be set up to adjudicate these rules ? Council was not a Court and could not take evidence on oath. Council was not competent to judge such legal and scientific problems. It was well known how litigious certain mental types were. There would be appeals to the High Court leading to multitudinous costs.

When necessary, administrative difficulties had to be dealt with, but these proposals were calling Council to do something it was never meant to do and was not capable of doing ; they were calling upon Council to bear a bigger burden than it could, and putting every nurse on the Register in such a position that she might become a victim of a malicious charge and be put to the inconvenience or worse of defending herself. The proposals, Dr. Macaulay concluded, struck at the elementary principles of justice and liberty.

Doctor Brain Opposes

Doctor Russell Brain, D.M., F.R.C.P., the next speaker, said he was sorry to oppose recommendations of a Committee of Council. He was sure all members shared the motive of maintaining the efficiency of the nursing service. He would, however, like to put forward a few points.

One, " Is this practicable ? " What was to be the nature of the evidence brought before Council if the nurse was to be charged with mental or physical ill-health. If Council agreed on a medical certificate alone, it would have to have doctors there who agreed that the nurse was unfit. Professor Brain had had the opportunity of discussing the proposal with four or five of his colleagues: they all disagreed with it. The medical superintendent of a large mental hospital had said he would regard such a proposition as violation of professional secrecy and refuse to give evidence. The proposals would give rise to difficulties with the medical profession. He did not believe they were practical.

Two, " Is this just ? " Doctor Brain had had 20 years experience of giving evidence in the Court of Law. Judges of great experience did their utmost but it was extremely difficult to decide on conflicting medical evidence. The recent action of the Government in taking the Workmen's Compensation questions out of the Court had been welcomed. " I don't believe," he said, " Council is competent to come to a decision on conflicting medical evidence and I don't believe it is just."

Three, " Is it humane ? " Doctor Brain said he was not a little astonished at the adaptation of penal procedures to matters of health. Surely to treat a person recovering from a serious mental illness in this way was not humane. The proposal that the nurse should not necessarily be informed made it worse. A patient with anxiety was often suspicious and to find afterwards her name had been taken off the Register might be disastrous.

What would be the legal position ? Such an action would make it possible for her to represent herself as a State-registered nurse without the knowledge that she was not. What about a nurse whose name was restored to the Register but was off for two or three years in the past ? Was she to say in reply to questions that she was struck off because she was recovering from a mental illness ?

To Protect the Patient

Miss H. Dey, O.B.E., R.R.C., said that after very considerable thought she felt there were too many difficulties and dangers for the rules to be put into effect and she agreed with Professor Brain that harshness of procedure might well tip back the balance of a girl recovering from a mental illness. Miss E. C. Pearce agreed that the recommendation be referred back to the Registration Committee as did Dame Ellen Musson, D.B.E., R.R.C., LL.D., who mentioned that the Committee had never taken into consideration any person *recovering*, it had only thought of extreme cases in which it was assumed that the person would never nurse again and its sole object had been to protect the public. Miss D. A. Lane expressed thanks to the speakers for putting the reasonable point of view, but no one had mentioned the patient—the person the Committee was trying to safeguard. Council agreed to refer the recommendation back.

Council agreed to the re-inclusion of 70 names in the Register and the admission of 61, including 44 general nurses names, to the List.

A Special Sub-Committee

The Education and Examination Committee reported that a special sub-committee was dealing with the revision of the syllabuses of subjects for examination to the Registers together with the comprehensive scheme of training and the conference to be held on November 14 would have to be postponed. Council agreed to continue provisional approval of : the Princess Beatrice Hospital, S.W.5, and the Infant's Hospital, S.W.1, as complete training schools for general and sick children's nurses respectively (for one year) ; Ransom Sanatorium, Rainworth, Newark Town and District Hospital and Dispensary, Newark on Trent (for two years) and Huntingdon County Hospital, Huntingdon (for one year) as affiliated training schools.

Council approved pre-nursing courses at the following schools for the purposes of Part one of the Preliminary Examination : (a) *one year whole time*, Allerton Girls' School, Leeds, Newport County Secondary School, Isle of Wight ; (b) *five terms whole time*, Boston High School for Girls, Holland, Lincs. and provisionally Paddington and Maida Vale High School, London.

The Disciplinary and Penal Cases Committee recommended that Rule 17 (I) be ammended so that the Registrar, on receiving a report that a nurse had been convicted of a felony or misdemeanour or been guilty of misconduct even if her name was not on the Register at the time of conviction, could lay the matter before the Disciplinary and Penal Cases Committee. Council agreed to this and also after consideration *in camera* to the removal of the name Emma Forte, *née* Hitchen, S.R.N. 34314, from the Register.

The Assistant Nurses Committee recommended that 391 applicants be approved for their names to be inserted on the Roll of Assistant Nurses.

Date of next meeting : November 24, at 2 p.m. not 2.30.

Royal College of Nursing News

Membership forms may be obtained from the Secretary, Royal College of Nursing 1a, Henrietta Place, Cavendish Square W.1., or from local branch secretaries

WINTER CONFERENCES, 1944

Tuesday, November 28.

12 noon. Student Nurses' Association Business Meeting.

2.30 p.m. Student Nurses' Association Annual Reunion and Speechmaking Contest.
Chairman; Dr. H. M. C. Macaulay, M.D., Medical Officer of Health, Middx.
Subject: 'It has been said that the new social security measures will destroy initiative and undermine the individual's sense of responsibility. What do you think about this?'

3 p.m. Private Nurses' Section, Winter Conference.
Chairman: Miss M. Wenden, S.R.N.
Subject: 'The Place of the Private Nurse in a National Health Service.'

Wednesday, November 29.

11 a.m. Meeting of Branch Representatives to discuss the Council's Memorandum on 'The Place of Nursing in a National Health Service.'

2 .45 p.m. **Informal Luncheon,** Dorchester Hotel.
for 1 p.m. *Speaker*: Miss Caroline Haslett, C.B.E.

3 p.m. **Professional Conference.**
Chairman: To be announced.
Subject: Social Security and the Nursing Profession.
Speaker: to be announced.

6 p.m. **Professional Conference.**
Chairman: The Lord Horder, G.C.V.O., M.D.
Subject: 'The Place of Nursing in a National Health Service.
Inaugural Address: The Rt. Hon. H. U. Willink, K.C., M.P., Minister of Health.
Other Speakers: Mrs. Hilary Blair-Fish, S.R.N., Joint Secretary, Horder Nursing Reconstruction Committee; Miss Edith Preddy, S.R.N., matron, Radcliffe Infirmary, Oxford; Miss Irene H. Charley, S.R.N., chairman, Public Health Section, Royal College of Nursing.

Thursday, November 30.

10 a.m. Sister Tutor Section, Business Meeting.
Chairman: Miss F. Taylor, S.R.N., S.C.M., Diploma in Nursing, University of London.

11 a.m. Conference.
Chairman: To be announced.
Subject: The Nursing Reconstruction Committee's Report on Recruitment.
Speakers: Miss E. Cockayne, S.R.N., matron, Royal Free Hospital, W.C.1; Miss M. M. Edwards, S.R.N., secretary, Nursing Recruitment Centre, W.1.

2.30 p.m. Conference.
Chairman: Miss K. F. Armstrong, S.R.N., S.C.M., Diploma in Nursing, University of London, Editor, *Nursing Times*.
Subject: The Nursing Reconstruction Committee's Report on Education and Training.
Speakers: Miss E. E. P. MacManus, O.B.E., S.R.N., matron, Guy's Hospital, S.E.1; Miss G. V. Hillyers, O.B.E., S.R.N., S.C.M., Diploma in Nursing, University of London, matron, St. Thomas's Hospital, S.E.1; Miss L. Snelson, S.R.N., S.C.M., Diploma in Nursing, University of Leeds, sister tutor, Royal Southern Hospital, Liverpool; Miss H. Wakelin, S.R.N., S.C.M., Diploma of Nursing, University of London, sister tutor, St. James' Hospital, Leeds.

Saturday, December 2.

3 p.m. Public Health Section Conference.
Chairman: To be announced.
Subject: 'The Challenge of Youth to the Public Health Nurse.'

Tickets for the evening conference and the luncheon (price 15s. 6d.) will be strictly limited. Applications will be taken strictly in rotation, as they are received, and must reach the Secretary, Royal College of Nursing, Henrietta Place, Cavendish Square, W.1 on or before the first post Monday, November 20. Branch representatives will be given preference but only two applications from each branch can be considered.

Hospitality.—Requests for hospitality must reach Miss Christie by first post, Monday, November 20. Allocation will be in strict rotation.

Scottish Board

Ward and Departmental Sister's Group Conference

A ward and departmental sisters' conference will be held at the James Murray Royal Asylum, Perth, on November 18, 1944, at 2.30 p.m. *Chairman*: Miss W. D. Christie, London. *Discussion*: 'Problems Facing the Sister in the Future, and Suggestions for their Solution.' *Lecture*: Dr. Chambers, medical superintendent, Murray Royal, Perth. Subject: 'Practical Psychology.' Visit to the Murray Royal Asylum. Tea.

It is hoped to have a 'bus to convey those attending from the station to the Murray Royal at 2.15 p.m. (cost 9d.). Will those sisters able to attend kindly notify the area organizer before November 13 to assist in the travelling and catering arrangements?

"For European Relief"

A SERIES of lectures, which was arranged by the Royal College of Nursing and was published in the *Nursing Times*, is now being reissued in book form. The lectures were designed to give relief workers a general knowledge of the organization of industry, health services, etc., on the Continent and to prepare them for conditions and problems they may be called on to face. Copies may be ordered (price 2/-) from the Royal College of Nursing or the *Nursing Times*.

Public Health Section

Public Health Section within the London Branch.—An open meeting for section members of the District Nurses' and Midwives' Discussion Group, and all district nurses and midwives, will be held at 7 p.m. on Monday, November 13, at the Royal College of Nursing. Miss Joyce Burnham will speak on 'Social Insurance."

Branch Reports

Altrincham Branch.—A meeting will be held at Altrincham General Hospital on Saturday, November 18, at 2.45 p.m. The agenda will include: 1. apologies, 2. correspondence, 3. report of Branches Standing Committee, and 4. any other business.

Edinburgh Branch.—The lecture, which ought to be held on Thursday, November 16, will now be held on Wednesday, November 15, at the same time and place.

Middlesbrough Branch.—A whist drive will be held on Saturday, November 11, at 2.45 p.m., at the North Ormesby Hospital. Admission 1s. 1d., including tea.

Yorkshire Branch at Leeds.—The Christmas tree at the General Infirmary at Leeds will be on Saturday, November 18. The time has now been altered to 3.30 p.m. and members are invited to bring with them one friend. Tea will be provided by Miss Burbury, who would like members to R.S.V.P., if possible. All friends are invited to tea and are invited to bring a gift for the tree.

Other Branch notices are held over to make room for Conference Programmes

Study Day at Birmingham

A 'Study Day' has been arranged for Saturday, November 25, at the Accident Hospital, Bath Row, Birmingham, by kind permission of Miss Bonthron, matron.

Programme.—10.15-11 a.m.: *Control of Wound Infection*, Dr. Williams. 11 a.m.-12.15: Visits to gymnasium, operating theatre, casualty department and wards. 2.15-3 p.m.: *The Accident Service*, Mr. Gissane. Film of *Rehabilitation Workshop*. 3.15-3.30 p.m.: Ward class. After tea a report on the Branches Standing Committee, held on October 28, will be given by Miss Slater, representative.

Fees.—College members, 2s. for the day, 1s. per session. Non-members: 3s. for the day, 1s. 6d. per session. Student nurses: 6d. per session. Payment can be made at the door.

Tickets are obtainable from the branch secretary, Miss V. C. Whiter, c/o Children's Hospital, Birmingham, 16. Please send stamped envelope.

Members are asked to make their own arrangements for lunch. Suggestions: College of Nursing Club, 166, Hagley Road, by arrangement with club secretary, Miss Jameson; Kunzle's, Five Ways.

January, 1945: New Year's Party, Saturday, January 27, 3 to 8 p.m. Please bring your own food. Fun and games. There will be a general meeting to discuss Branches Standing Committee agenda, date to be announced later.

February, 1945: Annual general meeting, date to be announced later.

Study Day at Wigan

A Study Day for the East Lancashire Study Group has been arranged by the Wigan Branch of the Royal College of Nursing. It will be held at the Royal Infirmary, Wigan, on Saturday, November 25.

Programme.—11.15 a.m.: Registration. 11.30 a.m.: *Endocrines and Gynaecology*. Lecturer, Miss Mary Maveur, M.D., F.R.C.S., M.R.C.O.G. Chairman, Miss L. E. Montgomery, northern area organizer of the Royal College of Nursing. 12.30-2 p.m.: Lunch interval. Please bring packet lunch. Tea provided. 2 p.m.: *Penicillin, a Survey*. Lecturer, Mr. J. Burke Ewing, M.D., Ch.M., F.R.C.S. (Canada), F.R.C.S. (Edin.). Chairman, Mr. Cyril E. Marsden, J.P. 3 p.m.: *Chest Surgery*. Lecturer, Mr. F. Ronald Edwards, M.B., Ch.B., L.R.C.P., M.R.C.S., F.R.C.S., M.S. Chairman, Miss Mary Jones, M.A., O.B.E., A.R.R.C., matron, Liverpool Royal Infirmary. 4 p.m.: Tea. At the invitation of Miss M. G. Wilkie, matron, Wigan Infirmary.

Fees.—*Whole day*: College members, 2s.; non-members, 3s.; student nurses, 1s. *For single lectures*: College members, 1s.; non-members, 1s. 6d.; student nurses, 6d. Frequent 'buses run from the Market Place to the Infirmary. R.S.V.P. to Miss M. Y. Van Rompaey, Royal Infirmary, Wigan, not ater than Tuesday, November 21.

NURSES' APPEAL FOR NURSES

Nations' Fund for Nurses

Our list this week has started November off quite satisfactorily and we now have great hopes that this is really going to be a record year. It is very good of members to send that extra sum when sending their annual subscriptions and we appreciate it very sincerely. It mounts up very rapidly and brings in much comfort.

Donations for Week Ending November 4, 1944

	£	s.	d.
Miss M. M. Moss		10	0
Miss K. M. Mungavin		2	6
Miss J. C. Hayward		10	0
Miss F. G. Edge		5	0
Mrs. Barlow		10	0
Miss E. M. Rice	1	0	0
Miss O. Matthews	1	0	0
Matron and nursing staff of the General Hospital, Swansea (monthly donation)	1	2	6
German Hospital, Dalston £1 10s. 0d. monthly collection from staff, £2 from private patients)...	3	10	0
Matron and staff, Highgate Hospital	1	17	0
Anonymous	5	0	0
Founder member		10	0
Matron and nursing staff, Royal Berkshire Hospital (monthly donation)		10	0
Matron and Nursing staff, Royal Lancaster Infirmary	1	12	6
	£17	19	6
Total to date	£6585	6	10

We are grateful to Miss Isbister for tinfoil; to Founder Member and one anonymous donor for lovely groceries; to Mrs. Barlow for knitted woollies; and to an anonymous donor for clothing.

M. H. Henderson, Secretary, Nurses' Appeal Committee, *Nursing Times*, c/o Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1.

About Ourselves

Princess Elizabeth at Edinburgh

A 'never-to-be-forgotten' ceremony was shared by members of the branch and of the Edinburgh Student Nurses' Association Units when their representatives presented four 'purses,' totalling £225, to Princess Elizabeth who received donations from 180 purse-bearers for the national appeal for the Y.M.C.A. fund for prisoners of war and for members of the fighting services overseas.

The presentation ceremony took place in the assembly hall of the Church of Scotland, which was packed to its capacity of 2,000 people. This historic hall has been the scene of many gatherings but none more memorable than this one, when our Princess made her first public speech to a Scottish audience! She won the hearts of all present by her quiet dignity and her obvious interest in those who had the honour of presenting purses, she had a specially sweet smile for the small 'Brownie' who was barely tall enough to reach above the table, and for the 80-year old 'Newhaven Fishwife' in her 'gala' dress. The student nurses were, of course, particularly thrilled at being able to present to the President of their organisation two purses: £50 from the Western General Hospital Unit, Miss Mitchell being the elected representative, and £52 17s. 6d. from the Astley Ainslie Institution, City Hospital, General Hospital, Leith, and the Royal Infirmary units, Miss McLean from the Astley Ainslie Institution presenting the second purse. The branch was represented by a member of the Public Health Section and by the Honorary Secretary.

At the close of her speech Princess Elizabeth intimated that the donations received amounted to over £27,200 collected from the City of Edinburgh, the Border Counties and Mid-East and West-Lothian, and she congratulated all those who had helped.

Prizegiving at Addenbrooke's Hospital, Cambridge

A very happy afternoon was spent on October 23, when Miss Alexander, matron of the London Hospital, and matron at Addenbrooke's from 1938 to 1941, presented badges and certificates to the nurses who had successfully completed training during the year, and gave them a few words of encouragement and guidance for the future. Many who are serving with the Forces or in other hospitals were unable to be present, but were not forgotten in the good wishes and congratulations.

A Rest Well Earned

The Committee of Queen Mary's Maternity Home, Hampstead, have received with very great regret the resignation of Miss Wishart, who has been matron of the Home since its foundation since 1919.

Miss Wishart received her nursing training at the Royal Infirmary, Edinburgh, and after experience there as a sister, she took her midwifery training at Dundee. She was appointed matron of the York Maternity Home in 1910, and remained there for nine years. This Home was under voluntary management; it was a pioneer institution set up at a time when maternity beds were few in number and when there was no official encouragement. Money was scarce, accommodation and equipment were very limited; but Miss Wishart's skill and good management triumphed over all difficulties; thanks to her unremitting attention and care the results obtained were so outstanding that when the committee of the new Maternity Home at Hampstead, set up by Queen Mary after the last war, came to appoint a matron, they invited her to accept the position.

Miss Wishart, who has resigned her matronship of Queen Mary's Maternity Home, Hampstead

During the 25 years that Miss Wishart has spent at Hampstead she has built up for the Home a reputation not only for excellent midwifery practice, but also for great kindness and sympathy towards the patients and a high regard for their general comfort and well being. The evacuation of the Home to Oxfordshire placed an added strain upon Miss Wishart's physical strength, and while the committee are extremely sorry that she is unable to remain until a return to London becomes possible, they trust that greater freedom from responsibility will restore her to health, and that there will still be opportunities for her knowledge and experience to be of service to the nation's mothers.

Entente Cordiale

A MARRIAGE took place recently between Miss Sarah Caddich Greenfield, a nurse at St. James's Hospital, Leeds, and a member of the French Fleet Air Arm, Q.M.S. Yves Guillou.

CLASSIFIED ADVERTISEMENTS CONTINUED FROM PAGE VII

WALSALL AND WEST BROMWICH (BARR COLONY) JOINT BOARD

Applications are invited for the post of Sister Tutor at above Colony and E.M.S. Hospital. Candidates must be State Registered and qualified Mental Nurses (Mental Deficiency).

Commencing salary, rising in accordance with Rushcliffe Scale for qualified Sister Tutor, £200 per annum; for an unqualified Sister Tutor, £215 per annum; with, in either case board, residence, laundry, use of uniform, allowed for superannuation purposes, £120 per annum.

Applications with copies of two recent testimonials to be sent to the Medical Superintendent, Great Barr Park Colony, Birmingham, 22A. (857N)

CITY OF GLOUCESTER CITY GENERAL HOSPITAL

A MUNICIPAL HOSPITAL OF 600 BEDS AND A COMPLETE TRAINING SCHOOL FOR NURSES

Applications are invited for the following appointments:—

Night Sister, Relief Sister, and Home Sister (New appointment).

Salaries are in accordance with the Recommendations of the Rushcliffe Report.

Applications, together with copies of two recent testimonials and name of a Matron for reference, should be sent to the Matron. (597N)

WINTERTON EMERGENCY HOSPITAL SEDGEFIELD, STOCKTON-ON-TEES

(1,060 Beds)

Applications are invited for the post of **Home Sister** at the above Hospital, salary according to experience within the Rushcliffe Scale. Applications, stating age, training and experience with copies of two recent testimonials to be forwarded to the Matron. (755N)

ST. ALBANS & MID-HERTS HOSPITAL, ST. ALBANS, HERTS.

(75 Beds)

Senior Tutor-Home Sister required. Recognised nursing qualification essential.

Salary according to Rushcliffe scale.

Apply, with full particulars, to Matron. (925N)

THE BIRMINGHAM UNITED HOSPITAL
The General Hospital.
The Queen Elizabeth Hospital
(Also incorporating The Queen's Hospital, 1841—1941)
THE QUEEN ELIZABETH HOSPITAL

Night Administrative Sister required.

Salary payable according to the recommendations of the Rushcliffe Committee. Application should be made to the Matron, The Queen Elizabeth Hospital, Birmingham 15. (823N)

THE ADELA SHAW ORTHOPAEDIC HOSPITAL KIRBYMOORSIDE, YORK.

Night Sister required. Salary and conditions according to the Rushcliffe Scale.

Apply with full particulars to the Matron. (672N)

BROMLEY AND DISTRICT HOSPITAL, BROMLEY, KENT

Senior Night Sister required. S.R.N., S.C.M. Ward Sister experience essential. Rushcliffe Scale of salary. 96-hour fortnight. Apply to Matron. (756N)

THURROCK URBAN DISTRICT COUNCIL ISOLATION AND EMERGENCY HOSPITAL
TRAINING SCHOOL FOR FEVERS

Night Sister required. General and Fever trained. Salary in accordance with the Rushcliffe Scale. Applications, stating age, qualifications, experience, to be sent to The Matron, Isolation and Emergency Hospital, Grays, Essex, not later than November 18, 1944.

A. E. POOLE, Clerk of the Council.
30th October, 1944. (775N)

CITY GENERAL HOSPITAL, PLYMOUTH

Night Superintendent required. Candidate must be S.R.N. and S.C.M.

Salary according to the Rushcliffe Scale.

Applications to Matron with names of three references. (841N)

ROYAL ALEXANDRA HOSPITAL FOR SICK CHILDREN, DYKE ROAD, BRIGHTON.

Night Sister required, S.R.N., S.R.C.N. Rushcliffe scale of salary. Usual emoluments. Federated superannuation scheme in force. Immediate vacancy. Apply, giving two recent testimonials, to the Matron. (917N)

COUNTY BOROUGH OF BRIGHTON BRIGHTON MUNICIPAL HOSPITAL

Applications are invited for the post of **Night Sister** (Second). Candidates must be State Registered Nurses and State Certified Midwives. Theatre experience an advantage.

Salary according to Rushcliffe Scale.

Further details and forms of application may be obtained from the Matron.

Municipal Hospital, Elm Grove, Brighton, 7. S. J. FIRTH, Medical Director. (877N)

THE SKIN HOSPITAL, BIRMINGHAM

Night Sister required, S.R.N. Rushcliffe Scale of salary. Apply to Matron, Skin Hospital, George Road, Birmingham 15. (830N)

GLOUCESTERSHIRE JOINT BOARD FOR TUBERCULOSIS, STANDISH HOUSE, STONEHOUSE, GLOUCESTERSHIRE

Night Sister required, S.R.N. Preferably with Sanatorium experience. Salary will be paid according to the Rushcliffe scale with full residential emoluments valued at £100. Superannuation scheme in force.

Application stating age and experience to be sent to the Matron. (951N)

LANCASHIRE COUNTY COUNCIL BIDDULPH GRANGE ORTHOPAEDIC HOSPITAL

Required at the above Hospital, **Night Sister** to work under Night Superintendent.

Salary as Rushcliffe scale.

Applications, together with copies of two testimonials to be sent to the Matron, Biddulph Grange Hospital, Biddulph, Stoke-on-Trent, as soon as possible. (953N)

VICTORIA HOSPITAL FOR SICK CHILDREN, PARK STREET, HULL

Theatre Sister required, S.R.C.N., S.R.N. Rushcliffe Scale of salary and uniform. Apply with full particulars to Matron, giving Matron's name for reference. (751N)

MONMOUTHSHIRE COUNTY COUNCIL. COUNTY HOSPITAL, PANTEG, GRIFFITHSTOWN MON.

Applications are invited immediately for the position of **Theatre Sister.** Candidates must be S.R.N. with good theatre experience. Salary according to Rushcliffe scale.

This advertisement inserted with the permission of the Ministry of Labour and National Service.

Apply, with names of reference, to the Matron.

D. ROCYN JONES, County Medical Officer.
County Hall, Newport. (903N)

SUSSEX THROAT AND EAR HOSPITAL, BRIGHTON

Sister required. Salary according to Rushcliffe Scale. Federated superannuation available. Particulars to Matron, and giving matron's name for reference. (769N)

MIDDLESEX COUNTY COUNCIL. MIDDLESEX COLONY, HARPER LANE, SHENLEY, Nr. ST. ALBANS

Applications are invited for the following appointments:—

Sister-in-Charge, Infirmary Ward. **Salary** £120 x £5 to £140 p.a. Salary (according to experience and capabilities plus emoluments valued at £80 p.a. and consisting of board, lodging and uniform. A temporary addition to the basic salary at the rate of £20 p.a. will be paid pending any necessary adjustments on the adoption of the Rushcliffe Report. In addition a bonus of 19/- p.w. will be paid. Candidates must be State registered in general nursing and hold the (final certificate of the Royal Medico Psychological Association or, as an alternative to this certificate, should be State registered in mental or mental deficiency nursing. Subject to satisfactorily passing a medical examination, candidates will be placed on the established staff when it will be obligatory to contribute under the Provisions of the Asylums and Certified Institutions (Officers Pensions) Act, 1918. Applications, giving particulars as to qualifications, age and experience and enclosing copies of two recent testimonials to Medical Superintendent, at the Colony.

C. W. RADCLIFFE, Clerk of the County Council.
Middlesex Guildhall, Westminster, S.W.1. (46N)

BIRMINGHAM AND MIDLAND EYE HOSPITAL, CHURCH STREET, BIRMINGHAM, 3

Ward Sister, S.R.N., required. Ophthalmic experience essential. Rushcliffe Scale of Salaries and F.S.S.N. in force.

Apply, with full particulars, to the Matron. (434N)

WEST LONDON HOSPITAL, HAMMERSMITH ROAD, W.6

Sister required in Deep X-Ray Therapeutic Department. Resident or non-Resident.

Salary in accordance with the scale of the Society of Radiographers. Apply Matron. (747N)

COUNTY BOROUGH OF BRIGHTON BRIGHTON MUNICIPAL HOSPITAL

Applications are invited for the position of **Ward Sister.** Candidates must be State Registered Nurses. Salary in accordance with Rushcliffe Scale.

Further details and forms of application may be obtained from the Matron.

Municipal Hospital, Elm Grove, Brighton, 7. S. J. FIRTH, Medical Director. (876N)

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

GLOUCESTERSHIRE JOINT BOARD FOR TUBERCULOSIS, STANDISH HOUSE, STONEHOUSE, GLOUCESTERSHIRE
N.H.V.6

Relief Sister required S.R.N. Able to tutor nurses according to the Tuberculosis Association Syllabus. Salary will be paid according to the Rushcliffe scale, with full residential emoluments valued at £100. Superannuation scheme in force. Application stating age and experience to be sent to the Matron. (952N)

WILTS COUNTY COUNCIL
COMMITTEE FOR THE CARE OF THE MENTALLY DEFECTIVE
PEWSEY COLONY CERTIFIED INSTITUTION, PEWSEY, WILTS

Applications are invited for the posts of **Deputy Ward Sisters.**

Candidates must be qualified Mental Nurses.

Salaries and emoluments in accordance with the Rushcliffe Recommendations for Mental Nurses.

The appointment will be subject to Medical Examination.

Applications, to be received as soon as possible, on forms to be obtained from the Medical Superintendent, Pewsey Colony Certified Institution, Pewsey, Wilts.

County Hall. P. A. SELBORNE STRINGER.
Trowbridge. Clerk of the County Council.
October 26th, 1944. (721N)

CORNWALL MENTAL HOSPITAL, BODMIN

Department Sister required. Must be R.M.P.A and S.R.N. Salary as Rushcliffe Report.

Applications in writing, with two references to the Medical Superintendent immediately. (702N)

LIVERPOOL RADIUM INSTITUTE
1, MYRTLE STREET, LIVERPOOL 7

Sister required for ten-bedded Ward. Salary in accordance with Rushcliffe Scale. Federated Superannuation Scheme in force.

Apply to Matron. (704N)

OXFORDSHIRE COUNTY COUNCIL
PUBLIC ASSISTANCE COMMITTEE
WARD SISTER

Applications are invited for appointment of **Ward Sister** at the Chipping Norton Public Assistance Institution.

Terms of appointment in accordance with Rushcliffe Scale.

Forms of application may be obtained from the Public Assistance Officer, 10, New Road, Oxford.

County Hall, F. G. SCOTT,
Oxford. Clerk of the Council.
2nd November, 1944. (849N)

CITY OF LEICESTER
CITY GENERAL HOSPITAL
GWENDOLEN ROAD
ORTHOPAEDIC WARD SISTER

Applications are invited for the post of **Orthopaedic Ward Sister** at the above hospital.

Candidates must be State registered and specially experienced in Orthopaedic work; they must be well recommended and capable of helping in the training of Probationer Nurses.

Salary according to the Rushcliffe Scale.

The post is designated under the Local Government Superannuation Act, 1937.

Applications, accompanied by copies of three recent testimonials, should be sent to the undersigned as soon as possible.

City Health Department. WILFRID CARR.
Grey Friars, Secretary.
Leicester. (851N)

BERKSHIRE COUNTY COUNCIL
VACANT NURSING APPOINTMENTS

Applications are invited for the following appointments:

Ward Sister, S.R.N., S.C.M. for Wallingford and Wokingham Institutions.

Night Sister, S.R.N., S.C.M. for Maidenhead Institution, also **Ward Sister,** S.R.N.

Salaries for the above posts are paid in accordance with the Rushcliffe Recommendations.

Sister, R.M.P.A. or R.M.N. required for Hungerford Institution. Salary according to the Joint Conciliation Committee scale.

Charge Nurse, R.M.P.A. for the Children's Ward (50 beds), Easthampstead Institution. Commencing salary £100 per annum, plus cost-of-living bonus. Applications to be made on forms obtainable from the County Public Assistance Officer, 3, Abbot's Walk, Reading. (948N)

GENERAL HOSPITAL, NOTTINGHAM
(475 Beds)

Second Sister, Aural Department, required immediately.

This Department is a complete unit and applicants must have knowledge of aural theatre and out-patients' work and be State-registered Nurses.

Salary according to the Rushcliffe Committee's Report.

Federated Superannuation Scheme in force. Applications, stating age, qualifications and experience, together with photograph and two names for reference, to be received by Matron as soon as possible. (956N)

KING EDWARD VII HOSPITAL, WINDSOR
(200 Beds)

Resident Assistant Masseuse required. Must hold the Certificates of the C.S.M.M.

Salary according to Scale.

Federated Superannuation Scheme in force

Apply, giving full particulars, to Matron. (48N)

CONNAUGHT HOSPITAL, ORFORD ROAD WALTHAMSTOW, E.17

Masseuse required, fully qualified, for the Physiotherapy Department. Apply by letter, or personally to Matron. (28N)

COVENTRY & WARWICKSHIRE HOSPITAL COVENTRY

Masseuses required. Salary during first year after qualifying, £200 per annum plus 10 per cent. war bonus, with lunch and tea daily. Candidates with one year or more experience, salary not less than £220 per annum plus 10 per cent. war bonus, with lunch and tea. Write, stating experience to House Governor. (16N)

NOTTINGHAM CHILDREN'S HOSPITAL

Masseuse, non-resident, required, C.S.P., M.E. and L.T. Commencing salary £210 per annum, with lunch and tea. Superannuation Scheme in force. Apply Matron, Children's Hospital, Nottingham. (748N)

HOSPITAL OF ST. CROSS, RUGBY.
(160 Beds Normal.)

Applications are invited for the position of **Second Radiographer** at the above general hospital. Salary in accordance with the scale of the Society of Radiographers. Applications, stating age, qualifications and full particulars of experience, if any, together with copies of two recent testimonials, should be addressed to the undersigned as soon as possible.

HARVEY RACE.
Superintendent. (40N)

ROYAL WEST SUSSEX HOSPITAL, CHICHESTER.

Physiotherapist (C.S.P.) required as second assistant at the Royal West Sussex Hospital, Chichester. Three Physiotherapists and an Occupational Therapist are engaged. Salary on B.H.A. scale of £200 per annum, non-resident, with superannuation. Apply to the Matron. (915N)

UNIVERSITY COLLEGE HOSPITAL, GOWER STREET, LONDON, W.C.1

X-ray Therapy Department. **Assistant** required. Must have had some experience since training and be M.S.R. Salary according to Society of Radiographers. Resident or non-resident. Apply Matron. (968N)

SURREY COUNTY COUNCIL
ST. HELIER COUNTY HOSPITAL, CARSHALTON
(862 Beds)

HOUSEKEEPING PUPILS. Candidates must be S.R.N. and over 41 years of age. The Course is for six months. Salary is at the rate of £130 per annum, plus full residential emoluments. Apply to Matron. (966N)

MIDDLESEX COUNTY COUNCIL.
PHYSIOTHERAPISTS.

Central Middlesex County Hospital, Park Royal, N.W.10.

Hillingdon County Hospital, near Uxbridge, Mx.
Two required, whole time or part time (salary pro-rata).

Staines County Hospital, Ashford, Mx.
For new department.

West Middlesex County Hospital, Isleworth, Mx.
(*a*) For Electrical Department. (*b*) For Massage Department. Male applicants only considered for (*b*). Must be ineligible for military service on medical grounds or over military age.

Chase Farm Hospital, Enfield, Mx.
Applications invited for appointments at above hospitals. Candidates for all posts must possess M.S.P., M.E., and L.E.T. certificates. Appointments are non-resident, unestablished and subject to medical examination. Commencing salary £210 per annum, annual increments up to £240 per annum will be considered. Use of overalls and laundry thereof. Additional cost of living bonus paid (now 19/- per week). Application forms and full particulars from Matron "D," of hospital at which appointment is desired.

C. W. RADCLIFFE,
Clerk of the County Council.
Middlesex Guildhall,
Westminster, S.W.1. (932N)

ESSEX COUNTY COUNCIL

Orthopaedic Masseuse required by Essex County Council. Certificates in Massage, Medical Electricity and Swedish Remedial Exercises of Chartered Society of Physiotherapy essential. Experience in plaster work and application of splints an advantage. Scale £210/£10/£240 a year. War Bonus and travelling expenses paid.

Further particulars, apply Clerk of the County Council, County Hall, Chelmsford, immediately. Applicants must not be persons to whom the Employment of Women (Control of Engagement) Orders, apply. (960N)

KENT COUNTY COUNCIL.
PUBLIC ASSISTANCE DEPARTMENT.
COUNTY HOSPITAL, ORPINGTON, AND RE-HABILITATION CENTRE.

Head Occupational Therapist required, holding a certificate of the Association of Occupational Therapists. Salary £270 per annum, rising by £15 to £300, plus war addition. Non-resident. Overalls supplied. For further particulars apply to the Matron.

W. L. PLATTS,
Clerk of the County Council. (761N)

SALFORD ROYAL HOSPITAL
SCHOOL OF PHYSIOTHERAPY.

Wanted a **Teacher** holding the diploma of the C.S.P. in Massage. State salary required. Applications should be received on or before November 13th. (685N)

SURREY COUNTY COUNCIL
DORKING COUNTY HOSPITAL, HORSHAM ROAD, DORKING

STAFF NURSES, 41 years of age or over. Must be S.R.N. Rushcliffe salary and service conditions. Scale £100 x £5—£140 p.a. plus residential emoluments.

Apply to Matron as soon as possible. (964N)

KENT COUNTY COUNCIL.
PUBLIC ASSISTANCE DEPARTMENT.
COUNTY HOSPITAL, ORPINGTON, AND RE-HABILITATION CENTRE.

Non-Resident **Masseuse** required. C.S.S.M., M.G., M.E., L.E.T. Certificates essential. Commencing salary £210 per annum, rising by annual increments of £10 to £240. Additional cost of living bonus paid. Use of overalls, laundering thereof.

Applications should be made to the Matron.

W. L. PLATTS,
Clerk of the County Council. (702N)

ROYAL INFIRMARY, PRESTON

Junior Masseuse required (non-resident); must be fully qualified. B.H.A. Scale of Salary. Apply to Matron, Royal Infirmary, Preston. (800N)

ROYAL BERKSHIRE HOSPITAL, READING

Assistant Physiotherapist required, fully qualified. Chartered Society's Scale with 15 per cent. war bonus. Federated Superannuation Scheme in force. Apply to Matron. (507N)

VICTORIA HOSPITAL, BURNLEY.

Assistant Masseuse required for well equipped modern Physiotherapy Department. Non-resident post. Salary according to the Society's Scale and F.S.S. in force. Apply with full particulars to the Matron. (882N)

CITY OF CARDIFF
PUBLIC HEALTH DEPARTMENT

Applications invited from candidates holding C.S.P. certificates and an Orthopaedic Nursing Certificate, for post **Temporary Orthopaedic Nurse** at Orthopaedic Clinic, City Lodge Hospital, Cowbridge Road, Cardiff.

Post is whole-time, non-resident. Salary: C.S.P. Scale (£210 p.a. x £10—£240 p.a.) no war bonus payable. Length of service and experience since qualification will be taken into consideration for commencing salary; recognised bonus of £20 p.a. will be paid in respect of the Orthopaedic Nursing Certificate. Meals can be provided, in which case a deduction of £20 p.a. will be made.

Application forms from Medical Officer of Health, City Hall, Cardiff, to whom they should be returned not later than November 18, 1944.

City Hall, S. TAPPER JONES.
Cardiff. Town Clerk.
October, 1944. (826N)

WILLESDEN GENERAL HOSPITAL,
HARLESDEN ROAD, N.W.10.

Housekeeping Pupil required 1st December. Must have held ward sister's post. Age over 41. Honorarium at the rate of £30 per annum. Apply Matron. (680N)

NORTH RIDING INFIRMARY, MIDDLESBROUGH

Immediate vacancy for Pupil Housekeeper for three months' course, commencing November 1. Honorarium £2 per month. Applicants must be S.R.N. and have held a Sister's post.

Apply, giving particulars to the Matron. (45N)

THE ROYAL CANCER HOSPITAL (FREE)
(Incorporated under Royal Charter)
FULHAM ROAD, LONDON, S.W.3.
(156 beds)
AFFILIATED TRAINING SCHOOL
Recognised by the General Nursing Council for England and Wales.

There are vacancies for State Registered Nurses. Rushcliffe Scale of salaries in force. Apply to the Matron. (33N)

ST. MARK'S HOSPITAL, CITY ROAD, LONDON, E.C.1.

State Registered **Staff Nurses** required for wards and theatre. Superannuation Scheme in force. Use of uniform. Salary according to the Rushcliffe scale. Apply for application form to the Matron. (10N)

CHELSEA HOSPITAL FOR WOMEN, DOVEHOUSE STREET, LONDON, S.W.3.

Vacancies for State-registered **Staff Nurses** for Private and General Wards. Rushcliffe scale salaries. Apply Matron. (50N)

DR. KERSHAW'S HOSPITAL, ROYTON, LANCS.: 20 beds.

Staff Nurse, State Registered. Rushcliffe Scale of salary. Apply to Matron, stating age, particulars of training, and giving Matron's name for reference. (227N)

LYDNEY AND DISTRICT HOSPITAL, LYDNEY, GLOS.
(32 Beds)

Staff-nurse Midwife required for alternate day and night duty in maternity unit of 12 beds. Salary from £120. Uniform supplied. Apply to the Matron. (682N)

COUNTY MATERNITY HOME, BODMIN.

Midwives are required at the above Home. Salary according to Rushcliffe recommendations, together with residential emoluments. Application, giving age, qualifications and experience, together with two names for reference, to be made to the County Medical Officer, County Hall, Truro.

L. P. NEW,
Clerk of the Cornwall County Council. (694N)
County Hall, Truro.

BERKS AND BUCKS JOINT SANATORIUM, PEPPARD COMMON, HENLEY-ON-THAMES, OXON.

Staff Nurses required. General trained. Sanatorium experience or Tuberculosis Certificate an advantage. Opportunity of qualifying for this Certificate if desired.

Assistant Nurses required. Opportunity for qualifying for the Tuberculosis Association Certificate.

Salary and emoluments according to Rushcliffe Scale. 96-hour fortnight. Superannuation Scheme in force.

Application forms from the Matron. (727N)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, CHATHAM.

Mental Staff Nurses (Female) R.M.P.A. required either (a) resident or (b) to live out.

Salary according to service within the appropriate Rushcliffe scale £120-£160 a year, plus an additional £10 a year if also General State Registered with (a) full residential emoluments or (b) meals whilst on duty and a living out allowance of £65 a year in lieu of residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars from the Matron at the Hospital to whom completed applications should be sent.

W. L. PLATTS,
Clerk of the County Council.
County Hall, Maidstone.
2nd November, 1944. (866N)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, FARNBOROUGH, NR. BROMLEY
(Part I Midwifery Training School)

Staff Midwifes required, S.C.M., or S.C.M. and S.R.N. either (a) resident or (b) live out.

Salary according to service and qualifications within the appropriate "Rushcliffe" scales, S.C.M. £100 to £150 a year, S.C.M. and S.R.N. £120 to £160 a year with (a) full residential emoluments or (b) meals whilst on duty and a living out allowance of £65 a year in lieu of residential emoluments. Uniform. superannuation. Medical examination necessary.

Application forms and particulars from the Matron at the Hospital to whom completed applications should be sent.

W. L. PLATTS,
Clerk of the County Council.
County Hall, Maidstone.
2nd November, 1944. (868N)

RAMSGATE GENERAL HOSPITAL
(101 Beds)

Two staff **Midwives** urgently required for Maternity Ward, 14 beds. Rushcliffe scale of Salaries. Uniforms provided. Apply, with full particulars, to the Matron. (983N)

THE GENERAL INFIRMARY AT LEEDS

There are vacancies for **Staff Nurses** in the Brotherton Wing for Private Patients. Salary according to Rushcliffe scheme. The post is superannuated and may be either resident or non-resident. Apply to Matron with full particulars and Matron's name for reference. (884N)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, PEMBURY, NR. TUNBRIDGE WELLS.
(Training School for Nurses)

Staff Nurses (S.R.N. required. Salary according to service within the appropriate Rushcliffe scale £100 to £140 a year with residential emoluments. Uniform. Superannuation. Medical examination necessary. Application forms and particulars obtainable from the Matron at the Hospital to whom completed applications should be sent.

W. L. PLATTS.
Clerk of the County Council.

County Hall,
Maidstone.
1st November, 1944. (870N)

COUNTY BOROUGH OF EASTBOURNE.

Applications are invited for the following appointments:—

ST. MARY'S MUNICIPAL HOSPITAL
(Beds—412 Beds in Emergency Hospital Scheme—Complete Training School)

Staff Nurses.

Student Nurses (from the age of 17. Preliminary Training School facilities provided).

Application forms can be obtained from:

JOHN FENTON,
Medical Officer of Health.

Public Health Department,
Trafalgar Court,
Eastbourne. (835N)

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE.

PUBLIC HEALTH DEPARTMENT.

Applications are invited from candidates over 25 years of age for the following appointments:—

Sedbusk Banks Sanatorium, Knaresborough.

Ward Sister (resident). Salart scale, £140 x £10 Must be S.R.N.

Sanatorium Wharfedale Sanatorium, Nr. Ilkley.

Staff Nurses (resident). Salary scale £110 x £5— Must be S.R.N.

Salary and conditions of service in accordance with the recommendations of the Rushcliffe Committee, the commencing salary being determined according to the candidate's previous nursing experience.

The above posts are designated under the Local Government Superannuation Act, 1937.

Forms of application can be obtained from the Matrons of each Sanatorium.

KENYON KENYON,
Clerk of the County Council.

County Hall,
Wakefield.
November, 1944. (919N)

TEIGNMOUTH URBAN DISTRICT COUNCIL
TORBAY HOSTEL

A BAY FOR AGED CHRONIC SICK.

The above Council has vacancies for One **State Registered Nurse** and Two **Assistant Nurses** at a Sick Bay for Aged Sick to be opened shortly at Sidmouth.

Applicants should preferably be over 41 years of age and salary will be fixed in accordance with the Rushcliffe scales.

Applications, accompanied by copies of recent testimonials to be sent to the undersigned.

By Order of the Council
Council Offices, R. PICKARD,
Teignmouth, Devon. Clerk of the Council.
1st November, 1944. (897N)

THE STAFFORDSHIRE, WOLVERHAMPTON AND DUDLEY JOINT BOARD FOR TUBERCULOSIS
STAFF NURSES NEEDED FOR SANATORIUM WARDS.

Staff Nurses (Candidates must be over 41 years of age).

Opportunities for qualifying for T.A. Certificate if desired. Special accomodation for those who themselves have had to undergo Sanatorium Treatment, and are now able to return to full time duties. Salary, uniform and superannuation in accordance with the Rushcliffe Report.

Application forms from Matron, Groundslow, Sanatorium, Tittensor, Stoke-on-Trent. (862N)

SURREY COUNTY COUNCIL

Staff Nurses over 41 years of age at St. John's E.M.S. Hospital, Redhill, Shabden Park Hospital, Chipstead and The Lodge, Ettingham Park for female sane epileptics. Rushcliffe Salary and service conditions. Apply to Matron (961N)

ST. CHRISTOPHER'S NURSERY TRAINING COLLEGE,
BENHURST ROAD, TUNBRIDGE WELLS, KENT

Required on December 7, fully **Trained Nurse** for Children's Cottage 12 cots. Must be fond of training students taking Nursery Nurses' Training. Love of children and experience essential. Salary, Rushcliffe scale. Apply with particulars, qualifications and experience, etc. to Matron. (970N)

THE NATIONAL HOSPITAL FOR THE DISEASES OF THE HEART WESTMORELAND STREET, W.1 AND MAIDS MORETON HALL, BUCKINGHAM
ASSISTANT NURSE

Applications are invited for the post of **Staff Nurse.** Rushcliffe Scale in force. Apply to the Matron.

There is an excellent train service London Marylebone—thence by Omnibus. (724N)

BERKSHIRE COUNTY COUNCIL
GENERAL VACANCIES

Staff Midwives required for the Newbury and Wokingham Institutions.

Assistant Nurses for Bradfield, Maidenhead, Newbury, Wallingford, Wantage, Windsor and Wokingham Institutions.

Salaries for the above posts are paid in accordance with the Rushcliffe recommendations.

Male Attendants for Easthampstead Institution. Wages £3 plus bonus, per week.

Female Attendants for Bradfield and Easthampstead Institutions. Resident. Salary £65—£5—£75 per annum.

Female Nurses (certificated) for Hungerford. Salary according to the Joint Conciliation Committee Scale.

Laundresses for Wallingford and Wokingham Institutions. Salary £60 per annum plus bonus.

Applications to be made on forms obtainable from the County Public Assistance Officer, 3 Abbot's Walk, Reading. (947N)

RUTLAND MEMORIAL HOSPITAL, OAKHAM
(22 Beds)

Assistant Nurse required. Salary according to Rushcliffe Scale.
Apply to Matron. (413N)

BEDFORDSHIRE COUNTY COUNCIL
(Public Assistance Committee)
ST. MARY'S HOSPITAL, LUTON.

Applications are invited for the appointments of:—

Assistant Nurses—resident or non-resident.
Non-resident Temporary **Male Nurses.**

Salaries in accordance with the Rushcliffe Scales.

Forms of application can be obtained from the Matron, St. Mary's Hospital, Luton.

J. B. GRAHAM.
Clerk of the County Council.

Public Assistance Office,
81, High Street, Bedford.
3rd November, 1944. (878N)

THE NATIONAL HOSPITAL FOR THE DISEASES OF THE HEART WESTMORELAND HALL, BUCKINGHAM AND MAIDS MORETON HALL, BUCKINGHAM
PROBATIONERS

Vacancies exist for **Probationers** from the age of 17 (in selected cases girls of 16 will be taken for a two years' course). Applications should be addressed to the Matron, who will supply particulars of salary and conditions.

There is an excellent train service London to Aylesbury—thence by Omnibus. (723N)

CHIPPENHAM AND DISTRICT HOSPITAL, WILTS.

Two Probationer Nurses, age 17, required. Good experience for girls wishing to train later. Rushcliffe Scale of salaries. Apply to the Matron. (773N)

NATIONAL HOSPITAL, QUEEN SQUARE, LONDON, W.C.1.
(Affiliated Training School for Nurses)

Student Nurses are received into the Preliminary Training School in January, April and September. Minimum age 17½. Salaries accoroing to the Rushcliffe scale. Uniform provided.

Apply to the Matron for forms of application. (942N)

NURSES WANTED

20 words 5/- and 1/- for every additional 4 or part of 4 words

Queen's State Registered **Nurses** required to qualify for Queen's Roll. Cyclists. Day off weekly. Federated superannuation. Holiday allowance. Uniform. Rushcliffe Scale salary. Apply Superintendent, 79, Bessborough Road, Harrow. (619N)

Nurse (S.R.) urgently required for Nursing (surgical) in N. Manchester district. Box No. 714, The "Nursing Times," St. Martins Street, London, W.C.2. (714N)

BROMPTON HOSPITAL, S.W.3

Trained Nurses wishing to gain additional experience with Certificate are invited to write to the Matron, for particulars of one year's training in the medical and surgical treatment of Pulmonary Tuberculosis and other chest diseases. Minimum salary if S.R.N., £110.

Assistant Nurses required. Salary according to Rushcliffe Scale.
Federated Superannuation Scheme in force.
Apply Matron, Brompton Hospital, London, S.W.3.

(70N)

BOROUGH OF ALTRINCHAM
Hospital 50 beds

Assistant Nurses required for small Fever Hospital. Rushcliffe scheme in force. Apply Matron, Isolation Hospital, Sinderland Road, Altrincham, Cheshire. (809N)

ST. MARY'S HOSPITAL, PADDINGTON, W

Applications are invited for position of **Student Nurse.** Preliminary training school eight weeks. Salary and conditions as Rushcliffe Scheme recommendations. Inquiries as to the earliest vacancies should be addressed to the Matron, who will be pleased to interview parents with girls of school-leaving age, interested in the Nursing Profession. (44N)

BROMPTON HOSPITAL, S.W.3.

Student Nurses required to train for the Certificate of the Tuberculosis Association Minimum age 19 years. Two-year course Salary: First year, £45: second year, £50 with usual residential emoluments as recommended by the Rushcliffe Committee.

Apply Matron, Brompton Hospital, London, S.W.3. (2N)

DERBYSHIRE ROYAL INFIRMARY, DERBY
(416 Beds)

Student Nurses required, ages 18–30. Secondary School Girls with School Certificate preferred. Good health and physique essential. Height 5ft. 4in. and over. Apply with full particulars to Matron. (548N)

BOROUGH OF WESTON-SUPER-MARE
DEPARTMENT OF PUBLIC HEALTH
ISOLATION HOSPITAL

Probationers required for Isolation Hospital (non-training school) in a pleasant seaside town. Salary and conditions of employment in accordance with the Rushcliffe Scale, *i.e.*, £55 per annum and full board, lodging and laundry.

Write for application form and particulars to the Matron, The Isolation Hospital, Drove Road, Weston-super-Mare. (691N)

MAIDSTONE RURAL DISTRICT COUNCIL
LOOSE ISOLATION HOSPITAL.

Junior Assistant Nurse (Untrained).

Applications are invited for the above appointment which is subject to the salary and conditions of service recommended by the Rushcliffe Report.

Salary 1st year £40 per annum, 2nd year £45 per annum with emoluments valued at £75 per annum, and cost-of-living bonus according to age. Applicants must be 16 years of age or over.

Applications, stating age and experience (if any) and accompanied by copies of not more than two testimonials, should be made to the Matron, Isolation Hospital, Loose, Maidstone, Kent. (880N)

Queen's Nurse required for Branch Home. General nursing only. Cyclist. F.S.S. Holiday allowance. Uniform. Day off weekly. Rushcliffe Scale salary. Apply Superintendent, 70, Bessborough Road, Harrow. (620N)

Two **Queen's Nurses** required for Caversham Branch Home, end of December, four on staff. One General with relief Midwifery, one General Nursing only. Cyclists. F.S.S. Apply Matron, 25, Erleigh Road, Reading. (646N)

Two Queen's **Nurses** required for Whitley Branch Home. Immediate vacancy one General with relief Midwifery, one General Nursing only, Cyclist. F.S.S. Applv Matron, 25, Erleigh Road, Reading. (647N)

State Registered Nurses requird for busy Nursing Home. Rushcliffe Scale of salaries and F.S.S. in force. Apply Matron, The Evelyn Nursing Home, Cambridge. (696N)

Applications invited from well educated strong girls between 17 and 18 for **Student Nurses.** A love for sick children essential. Rushcliffe salary and conditions. Affiliated training school. Apply Matron, John Capel Hanbury Hospital, Dr. Barnardo's Homes, Woodford Bridge, Essex. (319/12N)

Mother's Help required (one child). Excellent living accommodation, own room, good pay. 10, Woodward Avenue, Hendon, N.W.4. (855N)

Midwife or **Maternity Nurse** wanted, March 8th, for 1 month. Cheerful house in East Anglia. State qualifications. Voluntary hospital preferred. Box No. 854, The "Nursing Times," St. Martin's Street, London, W.C.2. (854N)

Ward Sister, S.R.N., or **Staff Nurse,** S.R.N. (over 41 years) required by MIDDLESEX COUNTY COUNCIL for chronic nursing at Little Pitsford, Pitsford, near Northampton (resident or non-resident). Salary and conditions in accordance with the report of the Rushcliffe Committee. Established and pensionable staff, subject to medical examination. Applv to Matron "D," at above address, giving full particulars. (931N)

S.R.N. required for charge Sick Bay of Boys' Naval Training School in Norfolk. Rushcliffe scale. Applicants should be members of C. of E. or Free Church and interested in boys. Write, stating experience, to Box 389, c/o J. G. King and Son, 150, Fleet Street, E.C.4. (928N)

Night Nurse (could be retired) needed for Convent invalids. State salary, references. Box No. 875, "Nursing Times," St. Martin's Street, London, W.C.2. (875N)

Hastings District **Nurse-Midwife** S.R.N., S.C.M., Part II Training. Live in home. Rushcliffe Salaries. Apply Superintendent, 65, Old London Road, Hastings. (898N)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

Ranyard Nurses. State Registered Nurses (25-35) with genuine Christian vocation wanted urgently to train for district nursing in London; salary according to Rushcliffe Scale. Apply Superintendent, 11 Taviton Street, W.C.1. (25P)

Fully qualified **Assistant Physiotherapist** required for well-equipped, modern Physiotherapy Department. Salary according to the B.H.A. scale. F.S.F. in force. Apply, with full particulars, to the Matron, Hertford County Hospital, Hertford. (98P)

Queen's.—State Registered Nurses to qualify for Queen's Roll. Rushcliffe Scale salaries. F.S.S. Cyclists preferred.

Apply Superintendent, Queen's Nurses' Home, Middlesbrough, Yorkshire. (424P)

Assistant Superintendent required for Central Training Home., 29, Castle Terrace, Edinburgh. Applications are invited from experienced Queen's Nurses holding Health Visitor's Certificate. Apply Superintendent. (76oP)

Queen's Nurses or S.R.N.'s required to train as Queen's Nurses. Small home. Rushcliffe Scale of salaries. Apply Superintendent, Croydon Nursing Service, 8, Katherine Street, Croydon. (811P)

Devonshire Nursing Association.—North Tawton. Single district, rural area. General Nursing and Midwifery. Car provided. Association house. Cornwood. Single district. Moorland area. General and Midwifery. Car provided. Own living arrangements. **Relief Nurses** for duty wherever their services may be needed. General and Midwifery. Rushcliffe scale of salaries. Motorists and cyclists desirable. Apply County Superintendent, 4, Queen's Terrace, St. David's, Exeter. (904P)

QUEEN'S NURSES WANTED

Birmingham (Selly Oak Home). Superintendent required. Staff nine. General Nursing. Rushcliffe salary. Car driver advantage.

Kingswood, Nr. Bristol. Superintendent required. General and Midwifery. Staff 7. F.S.S. Rushcliffe salary.

Forestside, Sussex. Superintendent required (Staff 9). General nursing, midwifery and District Health work. Small Home. Rushcliffe salary.

Surrey C.H.A. Superintendent (two Assistants). Rushcliffe salary. County Nurses Home. Holiday four weeks. Motorist essential, car provided.

Sheffield. Second Assistant Superintendent required. Candidates trained for Queen's Roll. Rushcliffe salary. F.S.S.

Beddington and Wallington, Surrey. Full time midwife for staff. Cyclist. Rushcliffe salary. Home.

Birmingham (Saltley Home). One required for staff. General work only. Cyclist. Rushcliffe salary.

Byfleet, Surrey. Single district. General nursing and midwifery. Cyclist. Rushcliffe salary, rooms available.

Charlton and Blackheath. Two for general work only. Cyclists. Rushcliffe salary. Home.

Clydach, near Swansea. Double district, one required. General nursing and health visiting. Comfortable Home. Rushcliffe salary. F.S.S.

Croxley Green, Herts. One of two required. Combined duties. Cyclist. Rushcliffe salary. Live separately.

Dolgelley, Merioneth. Two required, suit friends. Knowledge of Welsh preferred. Motorists and cyclists, car provided. Combined duties undertaken. Live in Maternity Home (3 beds). Rushcliffe salary.

Fleet, Hampshire. Double district. Two required. General nursing and midwifery. Cyclists. Furnished bungalow. Rushcliffe salary.

Harwich, Essex. Double district, one required. General nursing and midwifery. Cyclist. Rushcliffe salaries.

Hampreston & West Parley, 7 miles from Bournemouth. Double district. General nursing and midwifery. One car. Share modern furnished flat. Rushcliffe salary.

Herefordshire. Two Nurse Midwives wanted for adjoining districts in rural area. Combined duties. Live together; furnished accommodation available. Motorists. Rushcliffe salary plus uniform £12 p.a., additional £10 p.a. for those holding Health Visitor's Certificate.

Howden-le-Wear, Co. Durham. Single district. General nursing and midwifery (rural area). Rooms available, good cyclist. Rushcliffe salary.

Kingsbury, Warwickshire. Single district. General nursing and midwifery. Unfurnished house, car provided. Rushcliffe salary.

Leigh, Lancs. Three nurses employed, one required. General nursing. Cyclist. Comfortable home. Rushcliffe salary. F.S.S.

Minster, E. Kent. Second nurse required as increase. General nursing and midwifery. Cyclist and motorist. Rushcliffe salary. Own living arrangements—rooms available.

Nantwich, Cheshire. Double district, two required. General nursing and midwifery. Cyclist. Rushcliffe salary. Home.

Rolley, West Sussex. Double district, 2 required. Combined work, live together in furnished house. Cyclist. F.S.S. Rushcliffe salary.

Settle, Yorkshire Dales. Double district, two friends required. General midwifery and public health. Motorist. One car provided.

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grant towards second. Possibility of unfurnished house. Rushcliffe scale.

Surbiton, Surrey. Staff required. General work only. Auto-cycles provided. Rushcliffe salary. Comfortable home.

Virginia Water, Surrey. Single district. General nursing and midwifery. Cyclist. Rushcliffe salary, rooms available.

WEST RIDING

Brierley, nr. Barnsley. Single district. General nursing and midwifery. Cyclist. Rushcliffe Scale. Comfortable rooms.

Todmorden, Nr. Halifax. One of three required. General work only. Share comfortable home. F.S.S. Rushcliffe Scale.

Stainforth, Nr. Doncaster. Double district, two required (suit friends). General nursing and small amount of midwifery. Promise of unfurnished house in the near future. Cyclists. Rushcliffe salary.

Upton, Nr. Pontefract. Single district. General and midwifery. Modern furnished detached house. Cyclist. Rushcliffe Scale.

Widnes. Experienced midwife to take charge of District Midwifery Branch Home. Rushcliffe salary. F.S.S.

Apply Queen's Institute of District Nursing, 57, Lower Belgrave Street, London, S.W.1. (944P)

MALE NURSES

MIDDLESEX COUNTY COUNCIL
MALE NURSING STAFF

Applications invited for the following appointments, the salaries, etc. of which are governed by the appropriate REPORTS OF THE RUSHCLIFFE COMMITTEE.

Appointments are non-resident, unestablished and subject to medical examination. Candidates must be over military age or ineligible for military service on medical grounds. Application forms and full particulars can be obtained from the **Matron "D" of the Hospital at which the appointment is desired.**

MALE MENTAL STAFF NURSE

NORTH MIDDLESEX COUNTY HOSPITAL, EDMONTON, N.18

Qualified **Mental Nurse** essential; appointment governed by Report of Mental Nurses Sub-Committee; salary scale 95s. by 5s. to 110s. per week, plus 4s. per week if also general S.R.N.

TEMPORARY MALE NURSE FOR MENTAL WARDS

NORTH MIDDLESEX COUNTY HOSPITAL, EDMONTON, N.18

Salary in accordance with appropriate Rushcliffe Scale according to training and experience.

MALE STAFF NURSES (GENERAL)
S.R. Male Nurse essential.

HILLINGDON COUNTY HOSPITAL, Near UXBRIDGE, MX.

Appointments governed by Second Report of Nurses Salaries Committee.

Salary scale 96s. 6d by 5s. to 111s. 6d. per week.

C. W. RADCLIFFE,
Clerk of the County Council. (940)

MIDWIFERY

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

BIRMINGHAM MATERNITY HOSPITAL, LOVEDAY STREET, BIRMINGHAM

Pupils prepared for the Part I examination of the Central Midwives Board.

State Registered Nurses and non-State Registered Pupils accepted.

Rushcliffe Scale of salaries.

Courses commence for State Registered Nurses on March 25, June 30, September 25, December 30. Vacancies occur for non-State Registered applicants on April 26 and October 26. (13N)

ILFORD COUNCIL MATERNITY HOME.
(51 Beds.)

Vacancies for **Pupil Midwives.** Pupils who are State-registered nurses, trained and prepared for examination under new Rules of C.M.B., Part I.

Free training, with salary of £65 per annum. Uniform provided. Examination entrance fee paid. The provisions of the Local Government Superannuation Act, 1937, will apply.

Apply to the Matron, Maternity Home, Eastern Avenue, Ilford. (767N)

BANK HALL MATERNITY HOSPITAL, BURNLEY
TRAINING IN MIDWIFERY

Vacancies for **Pupil Midwives** for the end of October, January, April and July next. The Hospital is approved for the first period of training under the Central Midwives Board **New Rules**, with arrangements for the second period of training in Sharoe Green Hospital, Preston. State Registered Nurses only accepted. Present salary £65 per annum. Full board and laundry provided. Apply Matron. (757N)

THE COVENTRY AND WARWICKSHIRE HOSPITAL, COVENTRY
APPROVED TRAINING SCHOOL FOR NURSES

There are vacancies on December 1st, and later for **Pupil Midwives** wishing to take Part II Training

Salary in accordance with Rushcliffe Scale. For particulars apply Matron and Superintendent of Nurses. (720N)

IPSWICH COUNTY BOROUGH COUNCIL.

Approved Training School for Part II of C.M.E. Examination.

Vacancies for **Pupil Midwives.**

Salary in accordance with the Rushcliffe scale. Apply to Medical Officer of Health, Public Health Department, Elm Street, Ipswich. (908N)

ST. MARY'S HOSPITAL, PADDINGTON, W.2

Applications are invited from qualified **Nurses** (S.R.N.), for private patients' wing. Resident or non-resident. Salary and conditions as Rushcliffe recommendations. F.S.S.N. in force. Please communicate with Matron. (319/19N)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

MIDDLESEX COUNTY COUNCIL
MIDWIFERY TRAINING SCHOOLS FOR PARTS I AND II OF CENTRAL MIDWIVES BOARD CERTIFICATE

For particulars of vacancies see Middlesex County Council advertisement on Supplement iv. (939P)

ESSEX COUNTY NURSING ASSOCIATION
FREE MIDWIFERY TRAINING
(In affiliation with the Queen's Institute of District Nursing)

Probationers required to be trained as District Nurse-Midwives.

Salary during training in accordance with Rushcliffe Scale. Uniform provided. Appointments to salaried posts after training.

Age 21-36 years. Two years' previous experience in hospital essential. Candidates must be good cyclists.

Full particulars sent on application to Superintendent, 4, King Edward Avenue, Chelmsford, Essex. (214P)

CITY OF SALFORD HOPE HOSPITAL

Pupil Midwives. There are vacancies for State Registered Nurses to train for Part I of the C.M.B. Examination. Successful candidates may proceed to the Royal District Nurses' Home for Part II Training.

Application forms and particulars can be obtained from the Matron, Hope Hospital, Salford, 6, Lancs. H. H. TOMSON, Town Clerk. (34P)

CITY OF LONDON MATERNITY HOSPITAL
CITY ROAD, E.C.1
MIDWIFERY TRAINING SCHOOL

Pupils accepted for Part I Midwifery Training. Rushcliffe Scale of salaries paid. Sister-Tutor on Staff. Post-graduate training (including Analgesic Courses) for Practising Midwives. Facilities for Midwives anxious to obtain the Teacher's Certificate. Apply Matron. (1P)

MATERNITY HOSPITAL AT LEEDS, HYDE TERRACE, LEEDS, 2 (120 Beds)

Pupils trained and prepared for the Examination under the rules of the Central Midwives Board, Part I. Rushcliffe Scale of salaries in force. Vacancies will occur in May, June and July, 1945.

For particulars apply Matron. (29P)

PLAISTOW MATERNITY HOSPITAL, HOWARDS ROAD, PLAISTOW, E.13.

Midwifery Training for State-registered nurses. Part I and Part II Training School. Rushcliffe scale of salaries. Apply to Matron for particulars. (671P)

EXETER MATERNITY AND DISTRICT NURSING ASSOCIATION

Vacancies for **Part II Pupil Midwives** from February, 1945. Rushcliffe Scale. Apply, Superintendent, 11, Elmgrove Road, Exeter. (710P)

CITY OF LEEDS ST. MARY'S INFIRMARY

Pupil Midwives required for Part II of the C.M.B. Certificate. Immediate vacancies for State Registered Nurses for 6 months' course of training (3 months in hospital and 3 months on district). Salary and conditions of service in accordance with the Rushcliffe Scale, together with uniform and full residential emoluments.

Applications to be made on forms to be obtained from the Matron, St. Mary's Infirmary, Armley, Leeds, 12. (729P)

SHEFFIELD CITY GENERAL HOSPITAL
SCHOOL OF MIDWIFERY, 100 BEDS

Pupils accepted for training in Part I. Facilities for Part II training and subsequent qualification easily available. Opportunity for those who qualify to take the Gas and Air Analgesic Course. Resident Sister Tutor. Rushcliffe Scale of salary. Apply to Matron. (821P)

WOKING MATERNITY HOME, HEATHSIDE ROAD, WOKING.

Midwifery Pupils accepted for Part II training. Opportunity for those who qualify to take gas and air Analgesic Course. Rushcliffe scale of salaries. Vacancies from December 1st. For particulars apply to Matron. (927P)

MIDWIFERY TRAINING
(FOR TRAINED NURSES)
ROYAL NORTHERN HOSPITAL, HOLLOWAY, N.7

Approved as a Midwifery Training School (jointly with Guy's Hospital) by the Central Midwives Board for the **First period of training.** Salary and conditions of service in accordance Rushcliffe Scale. For prospectus and dates of earliest vacancies apply to the Matron, Royal Northern Hospital, Holloway, N.7. (319/5P)

GENERAL LYING-IN HOSPITAL
Emergency Address:
DIOCESAN HOUSE, VERULAM ROAD, ST. ALBANS, HERTS
MIDWIFERY TRAINING SCHOOL

Pupils prepared for Part I Examination of the Central Midwives Board. Rushcliffe Scale of salaries in force. Arrangements with four approved Institutions for Part II. For full particulars apply Matron. (319/16P)

DUDLEY ROAD HOSPITAL, BIRMINGHAM, 18.
SELLY OAK HOSPITAL, BIRMINGHAM, 29.
PUPIL MIDWIVES.

Part 1 Midwifery. Six month's course. Salary £65 p.a. (895P)

SITUATIONS VACANT

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

Certificated **Assistant Cook** required for well equipped Hospital kitchen. Weekly day off and ½-day each Sunday. Uniform provided. Salary £2 per week. Apply with full particulars to the Matron, Hertford County Hospital, Hertford. (52N)

CONNAUGHT HOSPITAL, ORFORD ROAD, WALTHAMSTOW

Required. **One Dining Room Maid, one Housemaid and three Ward Maids,** all to live in. Hetherington Scale in force. Apply Matron. (27N)

Experienced **Cook,** preferably with Domestic Science training, required. Salary according to experience. Apply Matron, Royal Halifax Infirmary, Halifax. (20N)

ASHFORD HOSPITAL, KENT.
(130 Beds.)

Trained **Cook** required. Applicants should have Domestic Science training or good institutional experience. Capable of cooking for numbers and managing kitchen staff. Salary £120 per annum. Apply to Matron with names for reference. (624N)

Res. or non-Res. **Experienced Maids** required (for all Depts.) by MIDDLESEX COUNTY COUNCIL at Central Middlesex County Hospital, Park Royal, N.W.10. Wage (over 18 yrs.) 51s. 6d. p.wk. with uniform and laundry thereof, plus cost of living bonus (full rate 18s. p.wk.). If res. charge of 29s. p.wk. for board, residence and personal laundry; (under 18) wages according to age. Temporary staff. Written application, with full particulars to Matron "D" of hospital. (815N)

Wanted, **Kitchen Matron** for Moral Welfare Maternity Home. Apply Hon. Secretary, Miss England, at The Guest House, 273, Beverley Road, Hull. (785N)

Experienced Cooks required by MIDDLESEX COUNTY COUNCIL at Central Middlesex County Hospital, Park Royal, N.W.10.

(a) Hospital Kitchen (1) non-res. only.

(b) Nurses' Home (2) res. or non-res.

Wages 80s. p.wk. with uniform and laundry thereof, plus cost of living bonus (now 18s. p.wk.; if res. charge of 29s. p.wk. made for board, residence and personal laundry. Temporary staff. Application forms obtainable from Matron "D" of hospital. (816N)

Res. **Experienced Kitchen Maid** required by MIDDLESEX COUNTY COUNCIL at County Convalescent Hospital, The Drive, Uxbridge, Mx. Wage (over 18) 51s. 6d. p.wk. with uniform and laundry therof, plus cost of living bonus (full rate 18s. p.wk.). A charge of 29/- p.wk. made for board, residence and personal laundry; (under 18)—wages according to age. Temporary staff. Written application, with full particulars, or personal any morning between 10 a.m. and 12 noon, to Matron "D" of hospital. (817N)

Cook required for Night Duty, to cook for 20 in staff. Hours 10 p.m. to 8 a.m. One free night each week. Good wages. Comfortable quarters. Apply to the Matron, Hertford County Hospital, Hertford. (832N)

Non-resident **Housemaids, Kitchen Maids** and **Messroom Maids** required immediately by MIDDLESEX COUNTY COUNCIL at Redhill County Hospital, Edgware, Mx., and Middlesex County Maternity Hospital, Bushey Heath, Herts. Wages (over 18), 51s. 6d. per week, plus cost of living bonus (full rate 18s. per week). Uniform and laundry thereof provided. Under 18 wages according to age. Temporary staff: 48-hour week, one day off. Application forms obtainable from Matron "D," Redhill County Hospital, Edgware, Mx. (818N)

Non-resident **Maids** for Nurses' Home required by MIDDLESEX COUNTY COUNCIL at Hillingdon County Hospital, near Uxbridge, Mx. Wages (over 18), 51s. 6d. per week, plus cost of living bonus (full rate 18/- per week). Uniform and laundry thereof provided. Under 18, wages according to age. Temporary staff. Application forms obtainable from Matron "D" of hospital. (820N)

Non-resident **Cook** required by MIDDLESEX COUNTY COUNCIL at County Convalescent Hospital, The Drive, Uxbridge, Mx. Experience in hospital or institutional cooking essential. Wage 80/- per week, plus cost of living bonus (now 18/- per week). Additional 6/- per week for diploma in cookery approved by County Council. Uniform and laundry thereof provided. Post is non-resident, but accommodation can be obtained for very small cost at cottage in hospital grounds. Temporary staff. Application forms and full particulars obtainable from Matron "D" of hospital. (821N)

Home Help, keep house, father and son, during continement, absence January. Mrs. Chambers, 26, Collingham Place, S.W.5. (914N)

Resident or Non-resident **Maids** required by MIDDLESEX COUNTY COUNCIL at Clare Hall County Hospital, South Mimms, Mx. Wage (over 18), 51s. 6d. per week, plus cost of living bonus (full rate now 18s. per week with uniform and laundry thereof). If resident, a charge of 29s. per week made for board, residence and personal laundry. Under 18, wages according to age. Temporary staff. Written application or personal any morning between 10 a.m. and 12 noon to Matron "D" of hospital. (903N)

Resident or Non-resident **Cooks** (three) required by MIDDLESEX COUNTY COUNCIL at Harefield County Hospital, Harefield, Mx. Applicants must be trained cooks. Wage 80/- per week with uniform and laundry thereof, plus cost of living bonus (now 18/- per week); an additional 6/- per week if holding diploma in cookery approved by County Council. If resident a charge of 29/- per week made for board, residence and personal laundry. Temporary staff. Application forms obtainable from Matron "D" of hospital. (935N)

Non-resident **Cooks** required by MIDDLESEX COUNTY COUNCIL at Staines County Hospital, Ashford, Mx. Wage 75/- per week, plus cost of living bonus (now 18/- per week). Uniform and laundry thereof provided; additional 6/- per week if holding a diploma in cookery approved by County Council. Temporary staff. Written application, with full particulars, or personal any morning before 12 noon to Matron "D" of hospital. (936N)

Day or **Night Maids** (resident or non-resident) required by MIDDLESEX COUNTY COUNCIL at Harefield County Hospital, Harefield, Mx. Wages (over 18) 51/6 per week, plus cost of living bonus (full rate now 18/- per week), with uniform and laundry thereof. If resident a charge of 29/- per week made for board, residence and personal laundry. Additional 3d. per hour for night work between 9 p.m. and 7 a.m. Under 18 wages according to age. Temporary staff. Written application, with full particulars, to Matron "D" of hospital. (937N)

ROYAL NATIONAL THROAT, NOSE AND EAR HOSPITAL, GRAY'S INN ROAD, LONDON, W.C.1.

Assistant Cook required immediately. Good opportunity to learn institutional cooking. Salary £86 per annum. Apply Acting Matron. (922N)

Old lady, nearly blind, requires two ladies to share all duties, **Cook-Housekeeper** and **Companion.** Small house, Harpenden. Separate bedrooms. References. Interview (in London) essential. Apply Miss Hardcastle, Briardene, Ashwood Road, Woking. (915N)

Resident Head Cook required for hospital kitchen by MIDDLESEX COUNTY COUNCIL at Clare Hall County Hospital, South Mimms, Mx. Certificated cook, with experience in institutional cooking and management of kitchen essential. Wage 28s. p. wk. plus cost of living bonus (now 18s. p. wk.); additional 6s. p. wk. if holding diploma in cookery approved by County Council. Uniform and laundry thereof provided. A charge of 29/- p. wk. made for board, residence and personal laundry. Temporary staff. Written application or personal any morning before noon to Matron "D" of hospital. (934N)

'BASAL' CONSIDERATIONS

The problem of maintaining denture cleanliness and oral hygiene without detracting from the appearance and durability of the base — be it acrylic, or other synthetic resin, vulcanite or metal — is well met through the medium of Kolynos Denture Powder with the aid of a stiff brush.

Regular use of Kolynos Denture Powder with its carefully compounded, standardised constituents ensures absolute cleanliness of the denture — so essential to the patient's well-being.

KOLYNOS
DENTURE POWDER

KOLYNOS INCORPORATED, 12 CHENIES STREET, LONDON, W.C.1

Why the BOTTLE-FED BABY *needs* DIGESTIVE AID

Of all Chemists and Stores.

A baby bottle-fed from birth is deprived of the laxative properties of the colostrum, and until the system can adapt itself to artificial food the digestive organs will be upset and acidity — the cause of curdling and wind — will result.

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